



Our contribution to the
UN SDGs and NDGs
2025 Report

About the report

The 2025 Report on our contribution to the UN SDGs and NDGs is an annual thematic addition to En+ Group's Consolidated Report.

This Report outlines the numerous projects and initiatives En+ implements to support the Global UN SDG agenda, national sustainable development priorities and National Development Goals of the Russian Federation to achieve sustainable economic and social development of the country.

National Development Goals of the Russian Federation (NDGs) are the country's strategic goals established within the framework of state policy that determine the long-term social and economic goals.

EACH OF THE GOALS TARGETS THE WELL-BEING AND QUALITY OF LIFE OF RUSSIAN CITIZENS. THE 7 NDGS FOCUS ON:

- Population preservation, health and well-being, family support;
- Realisation of individual's potential, development of talent and a socially responsible population;
- Comfortable and safe environment;
- Environmental well-being;
- Sustainable and dynamic economy;
- Technological leadership;
- Digital transformation of state and municipal administration, economy and social sphere.

For the first time, the Report discloses information on the Group's contribution to the new National Projects of Russia, which are designed up to 2030.

The scope of this Report is from August 2024 to August 2025, which allows us to publish the most recent projects and achievements.

Disclaimer: this report is not audited. For this purpose, all figures used in the report are those verified earlier in the year during the audit of our Consolidated Report.

The report is prepared by the Sustainable Development team of En+ Group.

Symbol NDG — outlines information disclosed in accordance with the standard for NDG disclosure (ESG Tool) developed by the National ESG Alliance.

Symbol MED-SD — outlines information disclosed in accordance with the draft Sustainability Reporting Standard of the Ministry of Economic Development of Russia (Annex No. 2). The numeration is presented in accordance with Appendix 3 of En+ Group's Consolidated Report 2024.

This report, disclosing En+ Group's contribution to achieving NDGs up to 2036 is guided by the National ESG Alliance standard (ESG Tool) for NDG disclosure and by the draft Sustainability Reporting Standard of the Ministry of Economic Development of Russia (Annex No. 2)

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Opening statement

Allow me to present En+ Group's sixth annual Report on our contribution to the global Sustainable Development Goals.

This document reflects not only the scale of our efforts but also the principles and priorities that guide our long-term business decisions.

Supporting National Development Goals of the Russian Federation and contributing to the implementation of National Projects remain among our priorities. These national initiatives shape our priority direction, while the UN Sustainable Development Goals continue to anchor our efforts within the global sustainability agenda.

Our employees are the driving force of every transformation. Their expertise, energy and the shared sense of purpose make it possible to implement projects that once seemed out of reach. We invest in their development, promote the culture of safety and respect, and create an environment where everyone can fulfil their potential. When thousands of people are united with a shared mission, real transformation, capable of changing entire industries, happens.

Our responsibility extends far beyond the boundaries of our business. We work for a broad range of stakeholders — residents of our regions of presence, consumers and partners, public authorities, shareholders and investors. This diversity of stakeholders inspires us to continually improve and to seek a balance between economic efficiency and social responsibility.

A special place in our work is dedicated to Lake Baikal — a unique natural treasure. We implement numerous projects aimed at preserving the lake's ecosystem and the surrounding areas, fully recognising our responsibility to protect this unique heritage for future generations.

We are not standing still. In an era of rapid technological change, En+ is introducing advanced digital solutions and artificial intelligence tools. We are particularly proud to share our progress in digitalisation and the use of artificial intelligence to enhance production efficiency and reduce environmental impact.

Sustainable development is a holistic approach for us. We modernise our production facilities, implement circular economy system, advance Biodiversity Conservation Programmes, support scientific expeditions and invest in urban infrastructure across our regions of presence.

This report tells stories of real changes. Within these pages you will find not only figures and charts, but also examples of how technological innovation helps reduce our carbon footprint, how educational initiatives

open up new opportunities for young people and how partnerships with local communities foster sustainable regional economies.

On the following pages, you'll find the story of another year of our work. Real people and real results, we are proud to share, stand behind every Company's project.

Vladimir Kolmogorov
CEO, En+ Group

5.5%
of the world's aluminium production

19.5 GW
total installed electrical capacity

73.7 bn TWh
low-carbon hydropower production (2024)

9
priority SDGs¹

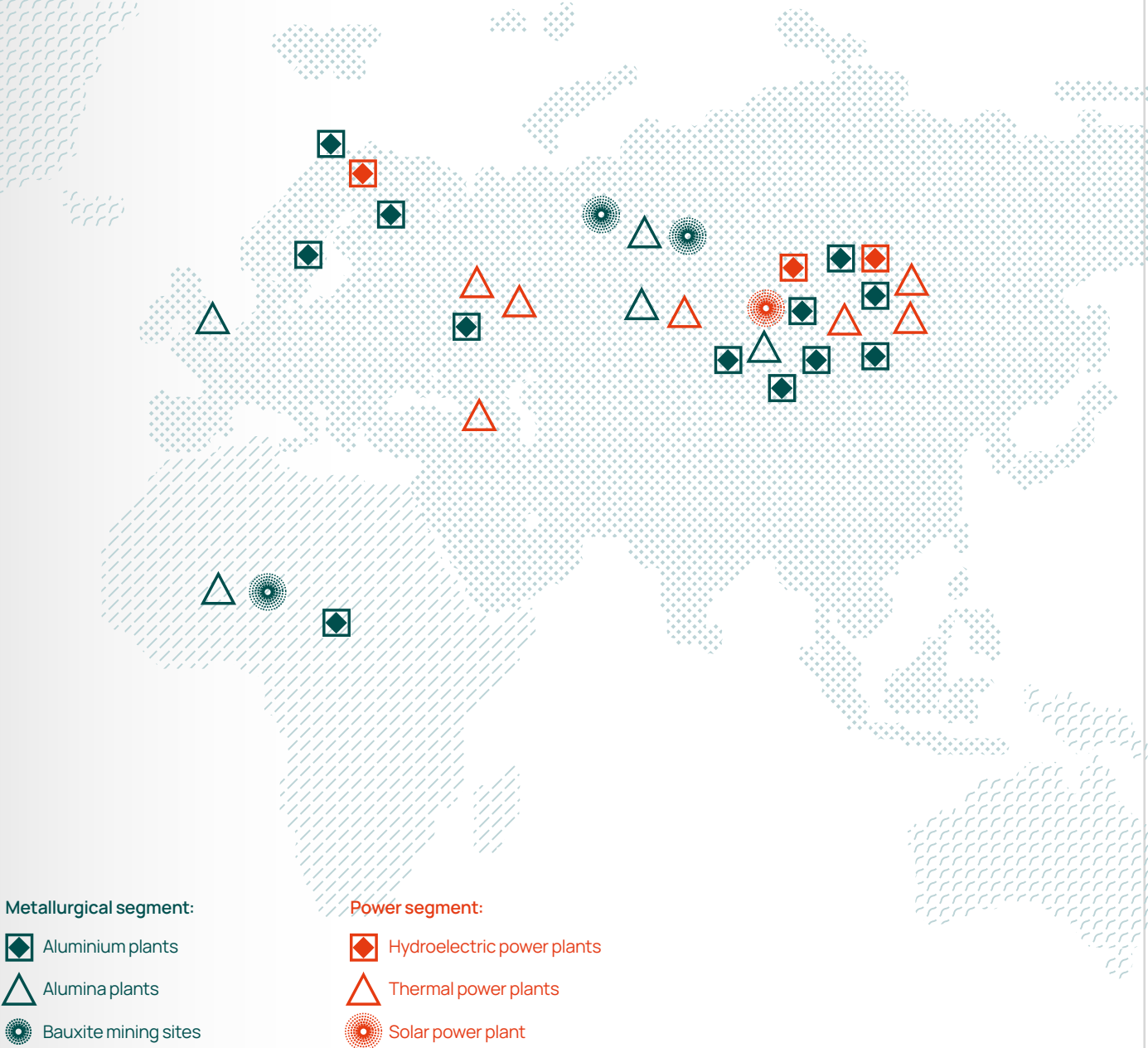
7
number of NDGs contibuted to National Projects of Russia

¹En+ supports all 17 SDGs, however taking into account our operational specificities and the impact we bear on our communities, the Board of Directors has approved a set of 9 priority SDGs, whereby En+ Group bears the most impact. These are the SDGs reported on in this SDG Report.

About the Company

En+ Group acknowledges its responsibility to future generations to preserve and enhance natural and social capital in the regions of its presence. The principles of sustainable development form the Group's core values and lie in the heart of all En+ Group's activities. En+ Group's projects to reduce negative environmental and climate impact and increase positive social impact in the regions of presence demonstarte how values can be translated into particular results that contribute to regional, national and global sustainable development agendas.

The synergy of the Group's Metals and Power segments is at the core of the Group's sustainability success. The production of low-carbon aluminium is at the core of our Metals segment (RUSAL), which is in turn powered by the hydropower of our Power segment.



En+ — the largest independent hydropower producer and the largest low carbon aluminium producer in the world²

²Excluding China

SDG Focused Goals

The diagram below reflects the integration of corporate priorities into the national and global sustainability contexts and demonstrates the link between En+ Group's six strategic areas of sustainable development, seven National Development Goals of the Russian Federation (NDGs) and nine UN SDGs, established as priority ones for the Group.

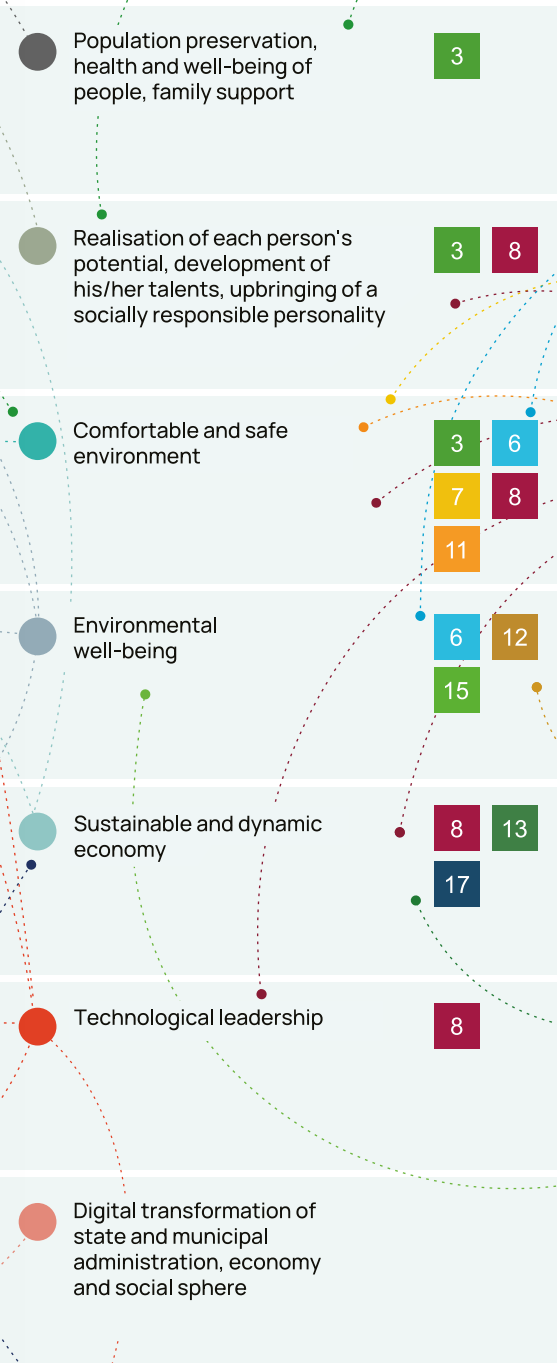
Each of the strategic sustainability focus areas contribute to the achievement of specific targets set out in both NDGs and UN SDGs. For more detailed information see pp. 64-65.

- NDG
- UN SDG

En+ Group's strategic priorities



NDGs



UN SDGs



Digital Transformation

Today, digitalisation and artificial intelligence (AI) are not just technological trends. They are becoming the foundation of modern and sustainable business

They enable us to gain deeper insights into processes, increase accuracy in decision-making and respond to changes more quickly. Intelligent solutions help reduce costs, improve production safety and create opportunities for greater efficiency. It's not just a step into the future — it is a tool that is shaping competitive advantage and forming the basis for long-term business development.

Automated predictive diagnostics system

Equipment failures at hydropower plants (HPP) can lead to interruptions in production, repair costs and significant financial losses, among other adverse consequences. Traditional maintenance methods, which are either scheduled or incident-based, are often not effective enough, as they focus on problem-solving rather than prevention.

In 2024, the Bratsk HPP implemented a solution, whereby an automated predictive diagnostic system (APDS) was introduced that uses non-parametric modelling methods. The system continuously compares the current state of each equipment element with the reference values of its technical parameters. APDS uses data from sensors and a set of special algorithms to detect deviations. This way minor malfunctions and signs of wear and tear are identified before they escalate into issues that may result in production loss. This helps to prevent risks of faulty equipment and reduce repair costs.

The project has been shortlisted for the BRICS Solution Awards competition in the Digital Transformation nomination out of 159 projects.



In support of NDGs:

- Technological leadership
- Digital transformation of state and municipal administration, economy and social sphere

Water inflow forecasting to Lake Baikal

The forecast of usable water inflow is critical information for managing water resource systems, including under the necessity of climate change adaptation. The accuracy and lead time of the forecast determine the tactics for utilising reservoir water resources.

To develop and implement new methods of hydrological forecasting En+ signed an agreement with the Institute of Water Problems of the Russian Academy of Sciences and the Irkutsk Department of the Russian Hydrometeorological Service. Under the agreement, a new method for forecasting 60 days ahead based on a river flow formation model has been developed by the Institute.

The method is currently undergoing its industry approbation stage at the En+ Situation Analysis Centre since 1st May of 2025. Water inflow forecasting is issued automatically and sent out daily to all stakeholders to help them prepare for floods and minimise risks. Among those stakeholders are the Irkutsk Hydrometeorological Service and the Yenisei Basin Water Management Department of the Federal Agency for Water Resources.

AI based climate risk assessment

Any large business is at risk because of climate change, especially those that rely on natural resources for their operations. By assessing climate risk business can prepare for possible negative environmental impacts and reduce the extent of potential damage.

In 2025, at St. Petersburg International Economic Forum, En+, RUSAL and a major financial institution signed an agreement on comprehensive development of sustainable practices and integration of AI technologies for assessing and forecasting climate risks.

The parties to the agreement will jointly develop AI models to forecast climate risk factors in Irkutsk region, such as air temperature and storm winds. They will also produce hydrological forecasts for the Krasnoyarsk HPP and Lake Baikal. These forecasts will be updated regularly to ensure the data relevance, and additional information can be used for decision-making purposes.



01. Climate Responsibility

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NDGs

- SUSTAINABLE AND DYNAMIC ECONOMY
- TECHNOLOGICAL LEADERSHIP

National Projects of Russia



National Project of Russia – Energy Industry



National Project of Russia – Economy

Federal Projects

In support of

- SUSTAINABLE AND DYNAMIC ECONOMY:
 - Low-carbon development
- TECHNOLOGICAL LEADERSHIP:
 - New equipment and technologies in the electric power industry
 - New equipment and technologies in solar and wind power generation



UN SDG 7



UN SDG 13

Key achievements according to ESG Tool for NDG disclosure

NDG6-1

19 bn RUB

invested into the New Energy modernisation programme

NDG5-13

>600 bn RUB

total expected investments in new HPPs and WPP

En+ recognises that climate change is one of the key factors affecting business sustainability. Therefore, the Group conducts quarterly climate risk assessments and incorporates the results into its business processes

Efforts to generate low-carbon hydropower, decarbonise production assets and implement nature-based solutions for forest conservation demonstrate that businesses are not just consumers but rather investors into a sustainable future.

On 30 June 2025, the Group's Metals segment (RUSAL) updated its climate strategy adapting its plans to new ASI (Aluminium Stewardship Initiative) requirements. ASI is the international industry association that promotes responsible management of aluminium production and consumption. To date, 18 RUSAL enterprises have been certified according to ASI standards.

1.1. Water-Energy Nexus



New Energy Programme

The New Energy programme is an example of rational use of natural resources to generate renewable and clean energy.

1st place at the International Climate Competition Green Eurasia in Sustainable Energy nomination

The large-scale programme to modernise the Angara and Yenisei cascade HPPs is on track to generate at least 2.4 TWh more of low-carbon electricity with the same amount of water passing through the turbines. The programme is being implemented to replace core equipment at the Krasnoyarsk, Bratsk, Irkutsk and Ust-Ilimsk HPPs with a total investment of 21 bn RUB.

New Energy is one of the pivotal elements in energy transition and in increasing the share of renewable energy sources in Siberia's energy balance. Increasing electricity production at HPPs decreases demand for energy from coal-fired plants, thus reducing their emissions. This also results in lower amount of ash and slag waste produced by the coal-fired plants.

GHG inventory of hydro reservoirs

Our HPPs, including the large ones, are a low-carbon source of electricity. En+ Group conducted a large-scale expedition to measure emissions from the reservoirs of the Angara Cascade of HPPs. In 2024, En+ Group became the only company in Russia to undergo an audit and receive international certification for its HPPs using the methodology of the International Energy Agency Guidelines for Quantitative Analysis of Net GHG Emissions from the reservoir.

A measurement of GHG emissions from the reservoirs of the Angara HPP Cascade was carried out, encompassing the reservoirs of the Irkutsk, Bratsk and Ust-Ilimsk HPPs. The study revealed an extremely low volume of emissions – from 1.8 to 7 grams of CO₂eq per kWh of energy produced, which is not only lower than the emissions of fossil-fuel based generation, but also lower than the average emissions of HPP reservoirs located in tropical climatic zones. We are continuing the GHG emissions inventory and have replicated it at the Krasnoyarsk HPP reservoir. We plan to complete the work in 2026.

avoided GHG emissions from coal-fired generation in 2024

2.9 mt of CO₂e

New HPP construction

En+ remains committed to the development of small-scale hydropower projects. In particular, En+ is making progress on the small-scale Segozerskaya HPP project in Karelia, Russia, taking advantage of a state programme supporting renewable-energy projects. In 2024, the construction of a concrete dam of the pressure front began at Segozerskaya HPP site.

200 MW
potential installed capacity of new small HPP projects

En+ Group and the Local Government of the Republic of Buryatia signed an agreement on cooperation to implement the Moksky hydropower complex construction project. This project includes the construction of two hydropower plants – Mokskaya HPP and its compensating facility, Ivanovskaya HPP.

HPP adaptation to climate change, a full basin approach

With Siberia's climate changing faster than the global average, the need to assess climate risks and develop adaptation measures for the Angara HPP cascade is evident. In the catchment area of Angara River the climate is becoming more arid with prolonged periods of drought and rainfall. The water regime of rivers feeding hydroelectric power station reservoirs is inevitably affected.

As part of the adaptation of the Angara HPP cascade to climate change, En+ assessed climate-related risk-factors. The assessment of climate-related risk factors was carried out according to two scenarios: a moderate one with a 3°C temperature increase, and a stressful one with a 5°C warming up to 2030, 2050 and 2100. Forecasts of water availability have been compiled. Based on the results, construction of new HPPs, reconstruction of water withdrawal facilities at the Bratsk water reservoir, improving the quality of hydrological forecasts, reforestation and forest protection measures in the catchment area, particularly in Mongolia, are all possible adaptation measures for the water basin.

Market Transformation Towards Low-Carbon Technologies

ALLOW

The Group's ALLOW brand aluminium, produced since 2017, stands out for its carbon footprint, which is almost 5 times lower than the industry average owing to the energy generated by the Group's hydropower plants. ALLOW's low carbon footprint is independently verified, and customers are able to track the production cycle and ensure the product sustainability. RUSAL estimates an increased demand on production with a low-carbon footprint driven by both companies and countries decarbonisation goal-setting. In 2024, 1.34 mt ALLOW branded aluminium were sold.

Sales increased by 3.2% compared to the previous reporting period



Pre-baked and inert anodes

In 2024, En+ Group for the first time globally used a pre-baked anode and launched an industrial electrolyser with inert anodes. Previously, RUSAL used ordinary coal anodes, which resulted in carbon dioxide emissions and were then replaced by inert anodes. This brought RUSAL closer to the full-scale industrial introduction of inert anode technology. Due to this technology, oxygen is released into the atmosphere during aluminium electrolysis, thus bringing the carbon footprint of electrolysis down to zero.

ALLOW INERTA carbon footprint in scope 1 and 2¹

0.01

t CO₂e/t of aluminium

¹ALLOW INERTA's carbon footprint has been independently verified by TUV Austria according to the requirements of ISO 14067

New opportunities of renewables

Alongside hydropower — a core of the En+ Group's Power segment, En+ is expanding further into developing new renewable energy facilities, for example solar and hydrogen. The Group's assets already include the Abakan solar power plant (SPP), which generated 5.8 million kWh in 2024. We unite researchers and engineers to carry out our hydrogen projects, the green hydrogen R&D, and focus on developing hydrogen-powered vehicles with necessary infrastructure.



5.8

mln kWh

generated by the Abakan SPP in 2024

1.3.
Climate
Capital

Aerial forest firefighting

En+ Group implemented the first forest climate project in Russia intended to prevent fires in hard-to-reach areas or accelerate their suppression and reduce GHG emissions. It has been ongoing since 2019 in the Krasnoyarsk Territory and covers an area of 505 thousand hectares in the Lower Yenisei Forestry. The project includes equipment acquisition, staff hiring and training, equipping the paratroopers.

The project has been validated and verified within Russian carbon units trading system, and is financed from the Group's own funds.

In 2024, the project was recognised as the winner of the international climate Green Eurasia competition in the Agriculture and Forestry in New Climate Conditions category.

500 k ha
project implementation area

Reduction of emissions
in the alumina division

contribution in Low-Carbon Development
Federal Project

Starting from 2021, the En+ Group's Alumina Division has been analysing applicable measures to reduce GHG emissions. Such initiatives are put forward by the Group's employees, and the most effective measures are replicated at other division's facilities.

In 2024, four such climate projects were recorded in the Russian carbon units registry. Two of the initiatives focused on the increased energy efficiency of the Krasnogorsk CHP through the upgrade of boiler burner units. The expected period of their implementation is 14 and 10 years, respectively.

Enhancing energy
efficiency in alumina
production

The technological project to improve the energy efficiency of Bogoslovsky Aluminium Smelter (BAZ) filtration and calcination shop equipment is RUSAL's fourth climate project registered in the Russian carbon units registry. The aim of the projects is to increase energy efficiency of equipment which will reduce GHG emissions. The project is aimed at building and commissioning a new cyclone furnace, which will reduce consumption of fuel and energy resources and water in alumina production, thereby reducing GHG emissions.



02. Healthy Ecosystems

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NDGs

ENVIRONMENTAL WELL-BEING

National Projects of Russia



National Project of Russia – Environmental well-being

Federal Projects

In support of

ENVIRONMENTAL WELL-BEING:

- Forest preservation
- Preserving biological diversity and developing eco-tourism
- Water in Russia



UN SDG 6



UN SDG 15



Key achievements according to ESG Tool for NDG disclosure

NDG4-12 MED-SD4.1

1.4% TO REVENUE

19.6 bn RUB

total environmental protection costs in 2024

NDG4-11

83 number of events

organised by En+ to clean up river banks and water bodies

NDG4-9

664.9 mln m³

total volume of wastewater discharged to surface water (of which 47.2 mln m³ or 7.1% is polluted)

Lake Baikal is the largest freshwater reservoir on the planet and is highly valuable to En+. Recognising that business successfully and sustainably develops only in harmony with nature, En+ has ensured a high degree of responsibility towards the vital global water resource of Lake Baikal

The preservation and protection of ecosystems, as well as the prevention and minimisation of the environmental impact of production activities, are fundamental principles of En+'s operation. Local natural capital, which means to En+ more than a point on the map, should be increased, not decreased, by businesses.

2.1. Preserving Freshwater Ecosystems

Monitoring in Baikal protected areas

Baikal's protected areas play a crucial role in preserving the unique ecosystem of Lake Baikal, as well as in collecting data on the lake's health. In cooperation with scientific institutions and state organisations responsible for managing protected areas (the Zapovednoe Pribaikalye Federal State Budgetary Institution, the Zapovednoe Podlemorye Federal State Budgetary Institution, and the Baikal State Reserve Federal State Budgetary Institution), a unified system of monitoring and reporting criteria for Baikal protected areas has been established. Monitoring and assessment are carried out in the following areas: biodiversity, anthropogenic impact, pollutant content in snow and pine needles.

Environmental monitoring of Lake Baikal

In 2025, the seventh scientific expedition to monitor the environment of Lake Baikal took place. During the expedition a team of scientists from the Institute of Ecology and Evolution of the Russian Academy of Sciences continued to compile a scientific database on the state of the lake's ecosystem and the threats to this unique environment. The expedition covered the coastal waters of Lake Baikal from north to south, from Severobaikalsk to Slyudyanka, including the Selenga River and its delta, the Lake Baikal catchment area in Mongolia, including Lake Khubsugul.

The scientists studied the waters of Lake Baikal and its tributaries for heavy metals, biogenic substances, surface-active substances and microplastics. They determined how these substances enter the lake's ecosystem and analysed the condition of Baikal endemics, such as sponges and gammarus crustaceans. They also studied the causes of mass microalgae bloom in coastal areas. This year special attention was paid to the Angara River, where scientists tested concentration of microplastics in the water. This data shaped the foundation for indicators of the state of Baikal Natural Territory's ecosystem.



Day without nets

In 2025, En+ Group together with the Baikal Plastic-Free Alliance and the Federal Agency for Fishery organised the third expedition to retrieve sunken fishing nets from the bottom of Lake Baikal, one of the sources of microplastics in Lake Baikal. During a week-long expedition a team of experienced divers with a specially equipped vessel and underwater towing devices gathered waste from the lakebed between Tolsty cap and Kultuk village. A new record was set in 2025: over 14km of sunken fishing nets were recovered, a 50% increase from the previous year.

14 km of nets recovered by divers from the bottom of Lake Baikal in 2025

115

sunken nets found at the bottom of Lake Baikal in 2025

Wastewater treatment at HPPs

En+ Group set a goal to eliminate the discharge of untreated wastewater generated by the Power segment by 2030 and to push the share of recirculating water supply in the production of alumina, aluminium and finished products to 100% by 2027 in the Metals segment.

The Group is introducing closed-loop water recycling systems across its production facilities, and in 2024 has improved the rolling section recycling unit at RUSAL Armenal. The Group is developing project documentation for local treatment facilities at the Bratsk and Ust-Ilimsk HPPs and is modernising treatment facilities at the Irkutsk HPP. In 2024, En+ built a treatment facility complex at one of the coal sites.



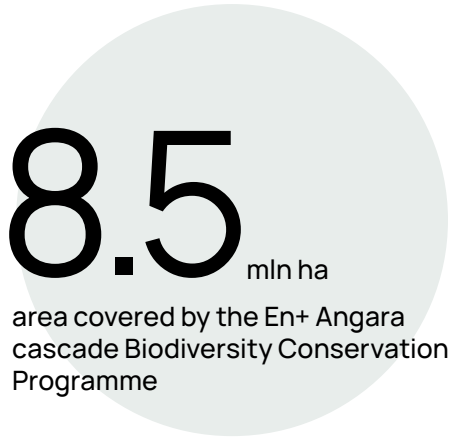
2.2. Preserving Biodiversity



Biodiversity Conservation Programme

En+ continues to implement measures to preserve biodiversity in the potential impact areas of the Angarsk HPP cascade. In 2025, in collaboration with scientists from the Institute of Geography of the Siberian Branch of the Russian Academy of Sciences, the Group continued to work on field verification of the Biodiversity Conservation Programme for the Angara HPP cascade developed back in 2023. The programme includes projects aimed at preventing, minimising, restoring or compensating the possible impact on ecosystems. Indicator species have been identified to help tracking the impact of production activities. Scientists collected data during the field studies. In 2025, researchers conducted work to assess condition of flora and fauna populations in the Bratsk and Ust-Ilimsk reservoirs.

In 2025, to ensure continuous improvement of the Angarsk HPP Biodiversity Conservation Programme and to secure contributions of experts in this area, a Scientific Council of leading Siberian scientists was formed.



Local communities are actively involved in biodiversity conservation activities. In 2024, En+ produced a comic book The Steppe Rat Snake, the Mongolian Toad and their Adventures with facts about these species in order to highlight their benefits to the ecosystem, as well as to reflect the importance of conservation measures.

Artificial spawning grounds

Another important area of the Biodiversity Conservation Programme is the conservation of aquatic biological resources. In 2025, En+ Group installed artificial spawning grounds for phytophilous fish species, which lay their eggs on last year's vegetation. In 2024, scientific research proved the effectiveness of the project for phytophilic species in the Bratsk Reservoir, and as a result, a decision was made to expand the geographical scope of the project in 2025. 1200 m² of artificial spawning grounds were installed in the Bratsk, Irkutsk and Krasnoyarsk Reservoirs from May to June 2025 by En+ Group's employees and volunteers.

Support for public inspectors

Poaching is one of the key factors in reduction of fish populations in the Angara Reservoirs. That is why another measure of Biodiversity Conservation Programme has become a support for public fishery inspectors. The project started in 2023 with two inspectors at the Bratsk Reservoir. After proving their effectiveness and earning the highest praise by the Federal Fishery Agency, the geographical scope of the project was expanded. The inspectors now work on the Bratsk, Irkutsk and Krasnoyarsk Reservoirs, the Yenisei River and its tributaries, as well as Lake Baikal and the rivers that flow into it.

Biodiversity monitoring of the Altay-Sayan ecoregion

En+ Group focuses on cooperation with protected areas in the regions of presence. For instance, in the Altay-Sayan region cooperation is underway with the Shushensky Bor National Park, the Khakassky Reserve, the Sayano-Shushensky Reserve, and the Pozarym Reserve. The Metals segment monitors populations of snow leopards and forest reindeer in these protected areas.



03. Circular Economy

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NDGs

- ENVIRONMENTAL WELL-BEING
- TECHNOLOGICAL LEADERSHIP

National Projects of Russia



National Project of Russia — Environmental well-being

Federal Projects

In support of

- ENVIRONMENTAL WELL-BEING:
 - Circular economy
 - Water in Russia
 - Forest preservation



UN SDG 12

Key achievements according to ESG Tool for NDG disclosure

NDG4-3

62.4%

share of waste recycled or reused in 2024

The principles of circular economy lie at the heart of En+ Group’s waste management policy. For the Group, waste is not the end of a life cycle but rather the beginning of a new one

The Group views waste as a secondary raw material that can be recycled into a valuable asset, capable of becoming an element of a new product and minimising negative environmental impact.

3.1. Reducing the Ecological Footprint

Land reclamation and processing of bauxite residue

Our Metals segment, RUSAL, is aware of its responsibility for the preservation and well-being of the land on which it operates. The Company is engaged in land reclamation upon completion of its operations and the reclamation of land utilised for waste disposal. Red mud and nepheline sludge, bauxite residues are by-products of aluminium production and account for the majority of the total waste generated in the Metals sector. Land reclamation helps reduce the negative impact on biodiversity. Aughinish Alumina has adopted an approach for sludge storage reclamation. Gypsum, sand and bauxite residues are mixed with compost. This fertile layer is then sown with seeds of local plants, which helps to attract local animals.

Reforestation is another method of land reclamation to preserve biodiversity. In addition to planting new trees, the Group ensures their ongoing monitoring for five years, which is crucial to ensure that natural biodiversity flourishes.



Green office

At En+ Group we pay special attention to waste management and fostering environmental responsibility among our employees. In 2023, to minimise our negative environmental impact, we introduced a separate waste collection system in our offices. This system involves collecting plastic, glass, paper and metal separately for recycling. This process is supported by environmental courses for all employees, including mandatory trainings, webinars on the corporate portal and environmental campaigns involving the Group's employees.



3.2. Circularity

Supporting other industries through recycling

In the journey to implement the principles of a circular economy, the Group's Power segment grants particular attention to ash and slag waste utilisation projects.

Since 2024, En+ has been implementing a project to utilise secondary raw materials, such as ash and slag, in road construction. A 500-metre section of road has been built in the Irkutsk Region using soil compositions made from ash and slag materials. The next stage of the project involves monitoring the technical and operational condition of the constructed section for a year.

The use of ash and slag in road construction bears both ecological and economic benefits. It allows ash and slag to be incorporated back into the economy, thereby utilising decades of accumulated coal-fired generated waste. An additional benefit is the reduced cost of road construction, which helps lighten financial load on the regional and federal budgets.



Aluminium recycling

En+ Group strives to expand their product range containing secondary aluminium. As the demand for these products is growing, the Group's Metals segment seeks to make sure that aluminium scrap is recycled on an industrial scale to be able to return it into the production process. During the reporting period, RUSAL completed the creation of a fleet of rotors for recycling of aluminium scrap. These rotors will be able to annually remelt 17,000 tonnes of scrap and up to 40,000 tonnes of aluminium dross.

For several years Krasnoyarsk Aluminium Smelter has been using aluminium scrap to produce lithium alloys for the automotive industry and to create new cons of the same quality as the primary metal. Volgograd Aluminium Smelter implemented a pilot project to recycle aluminium scrap and use it in the production of cylindrical ingots. Their experience will be shared with other aluminium plants within the Group.

Aluminum is a 100% recyclable material that does not lose its value in the process of use

04.
Human
Development

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NDGs

- POPULATION PRESERVATION, HEALTH AND WELL-BEING OF PEOPLE, FAMILY SUPPORT
- REALISATION OF EACH PERSON'S POTENTIAL, DEVELOPMENT OF HIS/HER TALENTS, UPBRINGING OF A SOCIALLY RESPONSIBLE PERSONALITY
- SUSTAINABLE AND DYNAMIC ECONOMY
- DIGITAL TRANSFORMATION OF STATE AND MUNICIPAL ADMINISTRATION, ECONOMY AND SOCIAL SPHERE

National Projects of Russia



Federal Projects

Participation

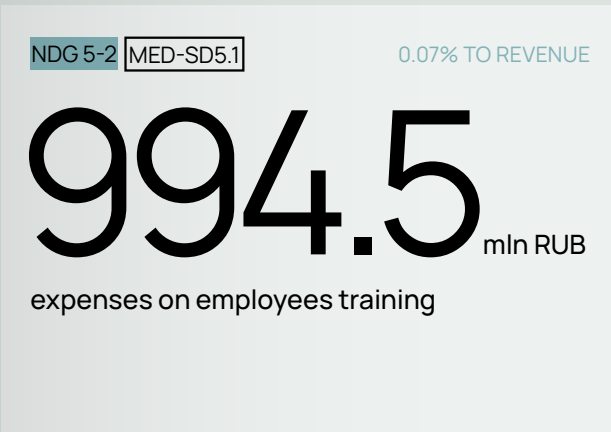
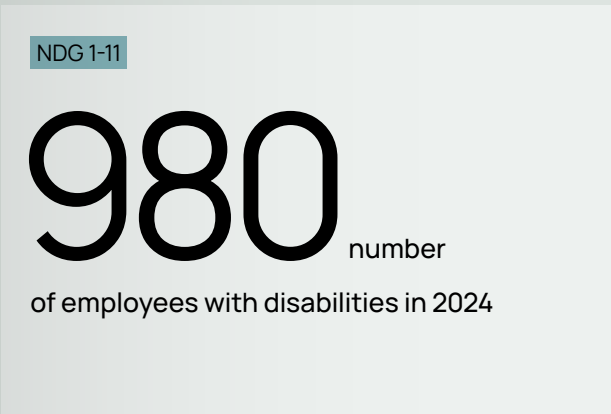
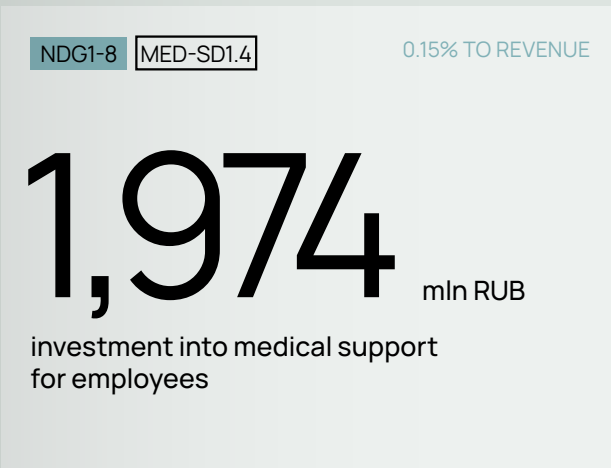
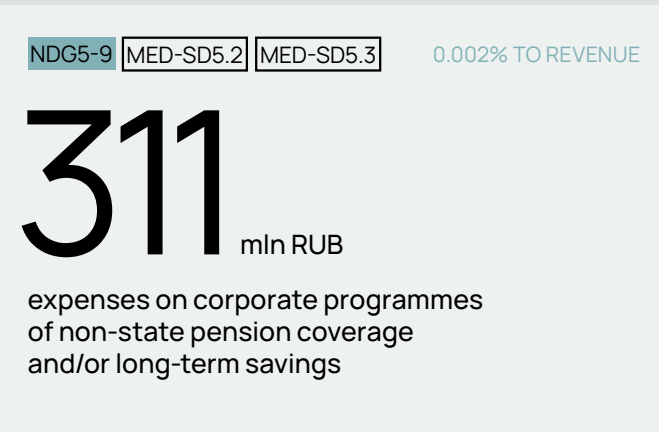
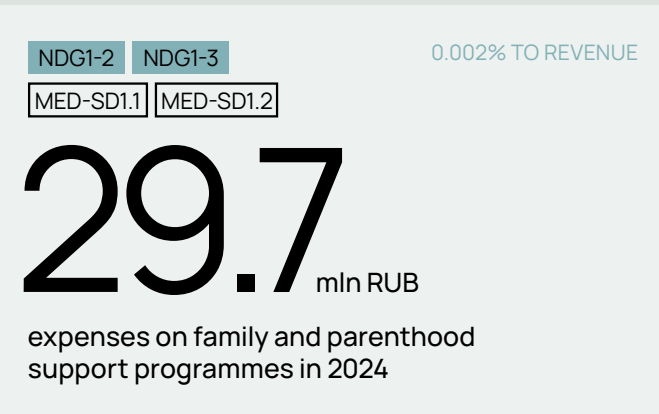
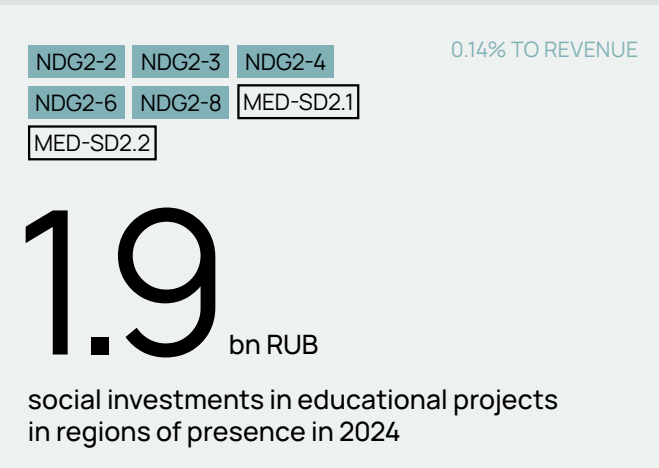
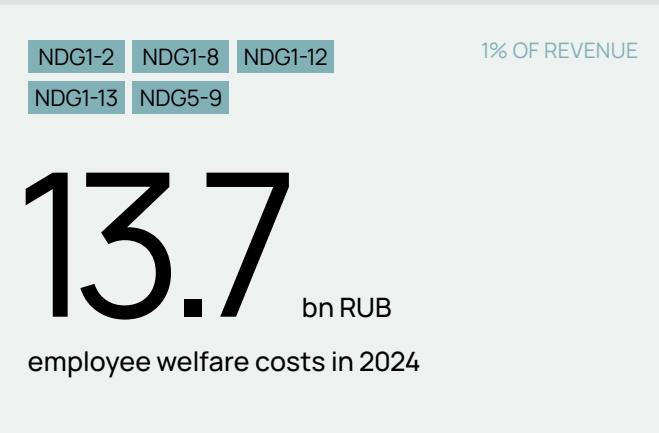
- REALISATION OF EACH PERSON'S POTENTIAL, DEVELOPMENT OF HIS/HER TALENTS, UPBRINGING OF A SOCIALLY RESPONSIBLE PERSONALITY:
 - Professionalitet

Support

- POPULATION PRESERVATION, HEALTH AND WELL-BEING OF PEOPLE, FAMILY SUPPORT:
 - Family support
 - Maternal and child welfare
 - Large families
 - Family values and cultural infrastructure
 - The older generation
- SUSTAINABLE AND DYNAMIC ECONOMY:
 - Human resources
 - Hardworking people
 - Labour market management
 - Education for the labour market



Key achievements according to ESG Tool for NDG disclosure



People are En+ Group's most valuable resource of innovative and creative energy. The Group sees its employees and local communities as a single ecosystem, in which growth and development go hand in hand

The Group is committed to transform its jobs into platforms for professional and personal growth, where safety, training, and the opportunity to influence major processes become a standard practice. At the same time educational and volunteer projects and support for entrepreneurial initiatives, provide ways of improving the well-being of local communities.

4.1. Developing Corporate Culture

Diversity in the workforce

We are committed to provide favourable working conditions to ensure that employees have space to reveal their full potential. En+ Group is focused on promoting diversity and gender-balanced within its workforce. Women account for 34% of the total workforce. The Group provides employment and professional development opportunities to people with special needs (980 such employees in 2024).

We support employees entering parenthood and employees with many children. En+ partially covers the cost of vacation expenses for employees' children: camps and health resort treatments. En+ provides employees' children with school kits as part of the annual Get a Child Ready for School campaign, as well as with New Year gifts. Furthermore, parents of children with special needs are entitled to a monthly allowance of 10,000 RUB per child until the child reaches the age of 18, along with reimbursement of preschool costs.

10%

proportion of employees
at the retirement age in 2024

Women's Councils

Women's Councils across En+ Group's enterprises unite women by their desire to implement positive changes, rather than by their positions. They advocate for social and environmental initiatives aimed at improving quality of life in their cities, engage in volunteering initiatives, help animal shelters, promote healthy lifestyles and family values.

33%

of the En+ Group Board of Directors
is made up of women in 2024

Youth Councils

Young people at En+ are not waiting for change to come from above – they are leading the change themselves. The Youth Councils bring together active young specialists, who transform ideas into real projects.

On International Children's Day, Youth Councils organised events for children across En+ Group's cities of presence. Children attended a pottery masterclass at the Gnezdo family centre, visited the Irkutsk Zoo, enjoyed a pirate-themed party, among other activities.

In summer 2025, per the initiative of the Youth Council, a bicycle parking facility appeared at the En+ office in Irkutsk. This project was developed and implemented independently by young employees. It is a significant step towards the creation of an urban environment that is both comfortable and environmentally sustainable.

Youth Councils are also involved in implementing En+ Group's environmental projects. In 2025, Youth Councils joined a project to create artificial spawning grounds at the Irkutsk, Bratsk and Krasnoyarsk HPP. Volunteers participated in weaving spawning grounds, which will help significantly increase local fish populations.

Corruption prevention

En+ Group consistently both improves and introduces new measures to prevent corruption. En+ Group has an electronic system for the annual collection of conflict of interest declarations, which helps to identify potential conflicts of interest in the Group's subsidiaries. The Group has developed the procedures of identifying and investigating violations of business ethics, after which corrective measures are carried out. En+ regularly conducts anti-corruption due diligence of suppliers, including through the Know Your Client procedure. A 24/7 Signal hotline is operational for all employees and partners, allowing anyone to report any ethical violation. All reports are processed confidentially and anonymously, which ensures the protection of whistleblowers. En+ guarantees no retaliation for reporting incidents through the hotline.

AA+ class rating was assigned
to En+ Group, indicating a high
level of anti-corruption efforts



81.7%

of employees covered by
collective bargaining agreements
in 2024

4.2. Business Hub

Corporate University

En+ Group offers a wide range of training and development opportunities for its employees. En+'s Corporate University built-up network of cooperation with schools, colleges and universities, develops its own educational courses and programmes. The University's portfolio includes programmes designed to enhance employees' qualifications and foster the development of young professionals. Our own Corporate University is our strategic advantage and ability to respond to business requests in-house.

En+ Corporate University actively uses the integrated digital platform Univer Portal to create a comfortable environment for continuous learning, promoting the development of skills and career growth of employees. The Portal offers over 900 remote learning courses, programmes and personnel assessment systems.

OPPORTUNITIES FOR ADVANCED TRAINING AND PROFESSIONAL DEVELOPMENT:

- 54 vocational training programmes and over 80 professional development programmes for managers and specialists, including:
- Law School – training for employees of legal departments;
- Finance School – additional educational modules for employees of financial and economic units;
- Leader's School – training courses in management;
- Kommersant 2025: a customer-focused look at purchasing – corporate programme to develop negotiation skills, emotional intelligence and project management skills to achieve a positive customer experience and engage young specialists in project activities. This year's programme participants worked on improving the customer journey map.
- Talent Pool Development – a programme designed to strengthen talent pool and motivate promising employees, enabling to maintain valuable human resources and ensure staff stability.

My career 2025 Accelerator Programme

For five years the Accelerator aims to support and develop innovative projects and foster entrepreneurial thinking among the Group's young specialists. There are two project tracks: participants can choose a ready-made project topic or propose their own, approved by their manager.

At the end of the Accelerator programme, the results will allow to rank participants' projects based on the points received at different stages. Only 20 participants with the highest scores are included in the Group's talent pool.

En+ Leaders

The project participants are the most proactive employees who have passed internal competitions and are ready to take on additional responsibilities to grow professionally. As well as solving the technical challenges of a specific project, they are tasked with working out its legal, financial and organisational aspects under the guidance of business mentors. During the project, participants develop communication skills, critical thinking, public speaking, risk and change management, economics, finance, project management, English and Chinese language skills.

4.3. Ensuring Safety and Supporting our Employees

Social support for employees

En+ Group provides employees with a wide range of social programmes in addition to those provided for by law. All employees are provided with voluntary medical insurance, health resort treatment options, meal allowance and an opportunity for higher education at En+ Group's expense, financial aid for employees who find themselves in a difficult life situation and non-state pension coverage.

Since 2022, En+ Group has been collaborating with the employee support centre Dobroservis for employees and their families. The hotline is available for psychological and legal support as well as for personal financial advice. About 900 calls are received annually through the hotline.

Employee health protection

En+ pays great attention to protecting our employees' lives and health. As part of this programme we offer not only medical insurance and health resort treatments, but also access to free medical care at the Group's medical centres.

En+ has initiated cardiovascular disease prevention checks at its medical units. By identifying cardiovascular disease risk groups based on medical examinations and test results, employees at risk receive additional tailored health checks, treatments and preventive healthcare recommendations, as well as ongoing monitoring to track their health. In addition, En+ organises a cancer screening programme, which allows to detect cancer at an early stage and to start timely treatment.

En+ has 11 own healthcare centres available free to employees



Engagement with Local Communities

En+ social projects

 Project 360

 Scholarships for foreign students

 Robosib

 Get on your Skis!

 Cities with a + Grant Programme

 Energy in Every Drop

 En+ Multi-Lab

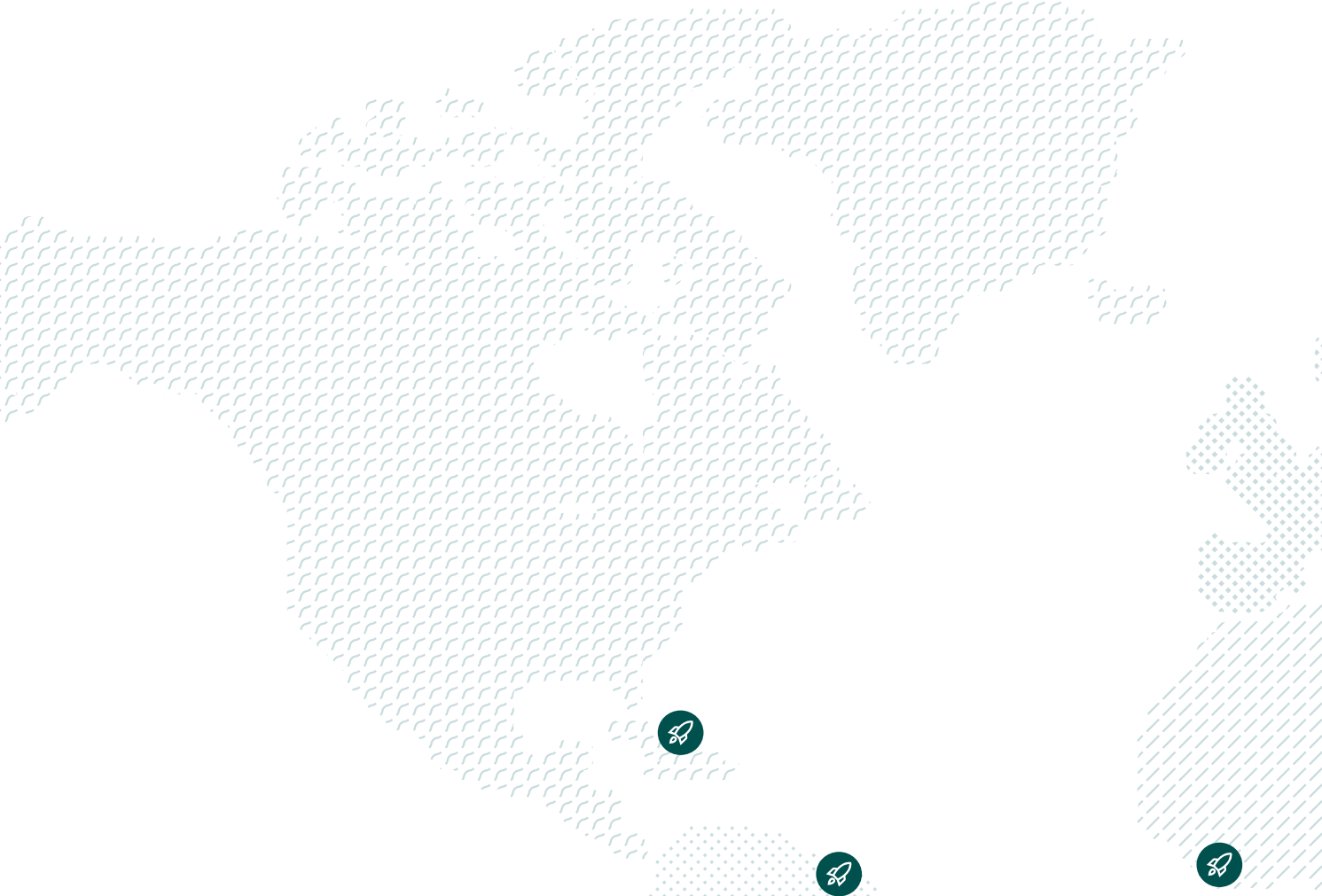
 Professionalitet

 Energy Lab Accelerator

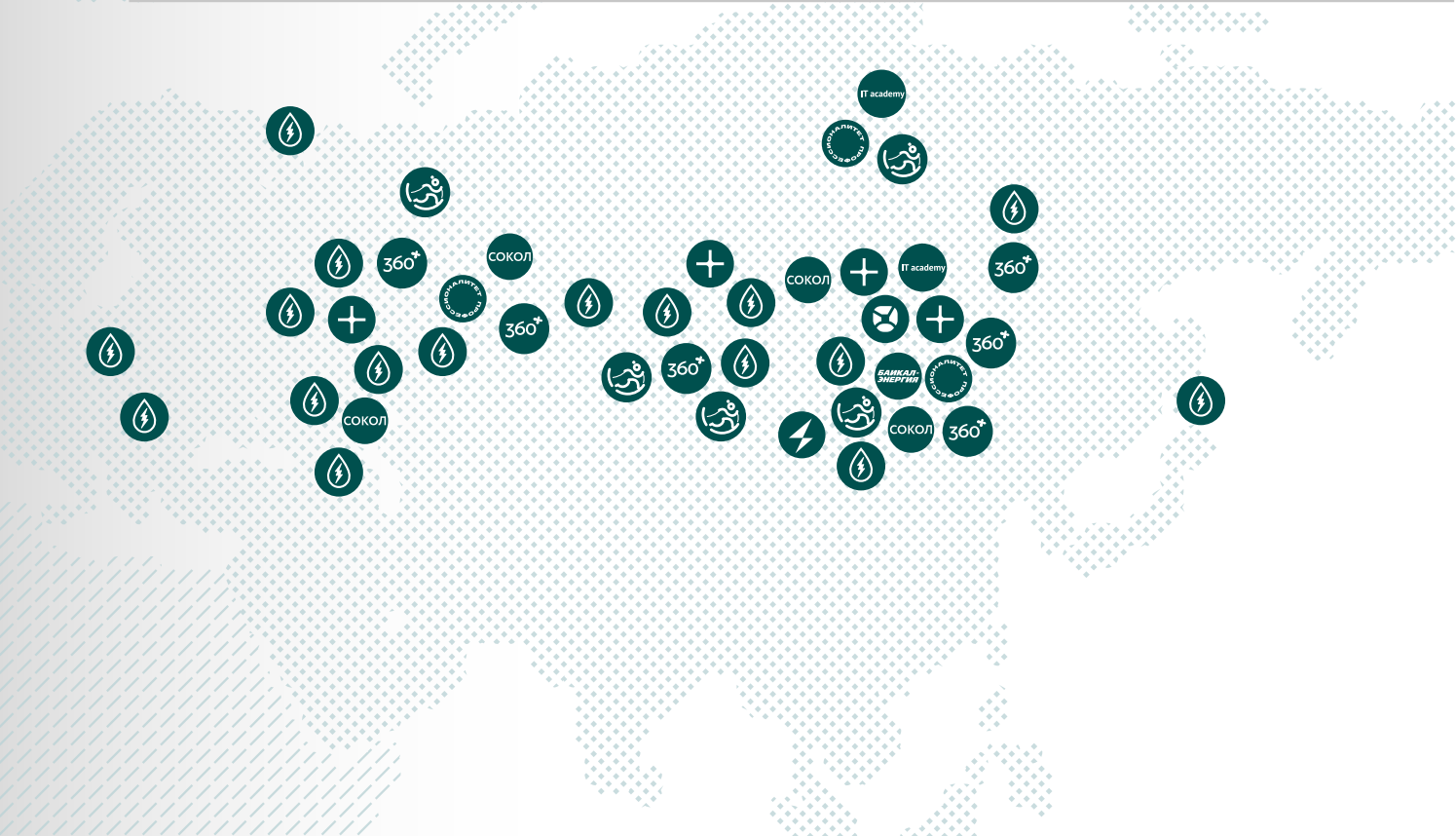
 IT Academy

 Baikal-Energy

 Sokol martial arts centres



Project name	Location
Cities with a + Grant Programme	Angarsk, Bratsk, Divnogorsk, Irkutsk, Nizhniy Novgorod, Ust-Ilimsk, Republic of Buryatia
Scholarships for foreign students	Guyana, Guinea, and Jamaica
Robosib	Irkutsk
En+ Multi-Lab	Angarsk, Bratsk, Divnogorsk, Krasnoyarsk, Nizhny Novgorod, Ust-Iliimsk
Energy in Every Drop	Moscow; Chelyabinsk Region, Irkutsk Region, Kaliningrad, Leningrad Moscow Region, Murmansk Region, Nizhny Novgorod Region, Omsk Region, Penza Region, Rostov Region, Sakhalin Region, Samara Region, Saratov Region, Sverdlovsk Region, Tyumen Region, Volgograd Region; Republic of Bashkortostan, Republic of Belarus, Republic of Buryatia, Republic of Kabardino-Balkaria, Republic of Karelia, Republic of Khakassia, Republic of Sakha (Yakutia), Republic of Tatarstan, Republic of Udmurtia; Altai Territory, Krasnodar Territory, Krasnoyarsk Territory, Stavropol Territory; Yamalo-Nenets Autonomous District
EnergyClass	Irkutsk Region
Energy Lab Accelerator	All-Russian programme
IT Academy	Irkutsk Region and Krasnoyarsk Territory
Professionalitet	Irkutsk Region, Krasnoyarsk Territory, Sverdlovsk Region
Project 360	Bratsk, Cheremkhovo, Divnogorsk, Irkutsk, Krasnyj Chikoj, Miass, Nizhny Novgorod, Severobaykalsk, Tulun, Ulan-Ude, Ustlilmsk
Get on your Skis!	Irkutsk Region, Khakassia Republic, Komi Republic, Krasnoyarsk Territory, Kemerovo Region
Sokol martial arts centres	Achinsk, Bratsk, Volgograd, Divnogorsk, Krasnoturinsk, Krasnoyarsk, Sayanogorsk, Severouralsk, Tayshet, Shelekhov
Baikal-Energy bandy team	Irkutsk
Helping is Easy corporate programme	All RUSAL's cities of presence



Cities with a + Grant Programme

The Group's grant programme helps implement projects proposed by locals to improve the urban environment and support SDG 11. Each year a competition is held in En+ cities of presence across four categories: society, education, ecology and leisure. Grants range from 3 to 5 mln RUB.

In 2025, 11 initiatives were recognised as winners, including light installations made from recycled glass to ensure sustainable decoration of the urban environment, five creative workshops based in local libraries, the construction of a public climbing wall, the organisation of a mountaineering festival, and sailing lessons for children and youngsters.

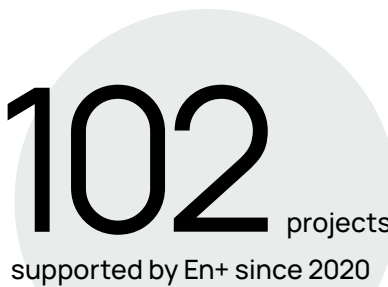


Scholarships for foreign students

For more than 10 years the Metals segment has helped talented youth from Guinea, Guyana and Jamaica get higher education in leading Russian universities. RUSAL covers all expenses related to education, accommodation and transfer for the students, as well as paying them a scholarship. After completing their education young people become qualified medical professionals, road builders, miners and lawyers, and return to their homeland with acquired specialisation. Thanks to such support, the Group's regions of presence are replenished with highly qualified specialists, while popularity and prestige of Russian education are growing abroad. The Energy segment has similar initiatives for talented youth from Mongolia.

Robosib

En+ is strongly associated with largest robotics festival in Siberia, which supports the enthusiasm for robotics among talented youths aged 4 to 18, solve urgent engineering and technical problems with the help of robotics. In 2024, 115 teams took part in the festival, 10 of them won certificates for purchase of robotic equipment worth a total of 150,000 RUB.



En+ Multilab

Our Multilabs are modern centres of competence development, which are created on the basis of educational institutions and are becoming unique educational platforms. According to the competition rules, the winner receives a modern classroom with an ergonomic layout, provided with all the necessary equipment to study new technologies. In 2024, En+ opened 3 Multilabs in Bratsk, Ust-Ilimsk and Nizhny Novgorod.

Multilab teams are exploring new interaction formats such as TV debates, podcasts, film clubs, as well as electrical engineering, design and graphics. The Bratsk Multilab team took part in the international robotics championship in India.

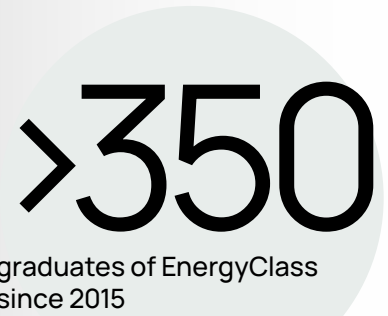
Energy in Every Drop

The Group initiated the creation of a special educational course based on robotics kits. The course introduces secondary school students to the basic principles of hydropower plant operations. With the help of robotics kits the project participants simulate the operation of a plant and build a chain from generating electricity to supplying it to homes and social services.

Another 12 educational institutions joined the project over the year. A new educational module [Energy in Action: The Sun](#) was developed.

EnergyClass

This programme prepares school graduates, planning to enrol at higher education institutions in the Irkutsk region to study energy-related subjects, for the Unified State Examination in math, physics and the Russian language. Upon successful completion, participants receive an EnergyClass certificate entitling them to seven additional points when applying to School of Power Engineering at the Irkutsk National Research Technical University (INRTU). By June 2025, 46 school children completed the programme, of whom 74% enrolled in energy-related specialisations.



Energy Lab Accelerator

[Participation in the University Engineering and Entrepreneurship Platform Federal Project](#)

All-Russian grant programme for solving cases is aimed at finding high-tech and innovative solutions that will subsequently be implemented in the work of Power segment.

The programme is being implemented as accelerator, where business experts and academic supervisors help refine innovative solutions developed by students. Winners receive grants to implement their initiatives.

Among the winning solutions are road lighting throughout renewable energy sources on the right bank of the Bratsk HPP dam, the use of exoskeletons to reduce the labour intensity during heavy work and a robot for inspecting pipelines.



1,400 students took part in Energy Lab, 165 graduates were hired by En+

IT Academy

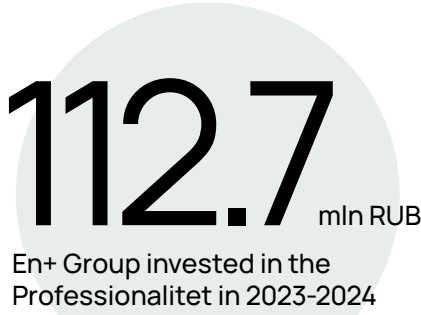
Since 2021, the Group has been implementing a specialised training programme for young specialists to further hiring at its enterprises in the Information Technology and Communications, designed to 2.5 years. The programme is being implemented at Irkutsk National Research Technical University, Irkutsk State University, Bratsk State University and Siberian Federal University.

IT Academy project was ranked first in the category [Building the Career Trajectory of a Young Specialist](#) in All-Russian Competition of the Best Youth Employment Practices of the Ministry of Labour of Russia.

Professionalitet

[Participation in the Professionalitet Federal Project](#)

The Professionalitet is an all-Russian educational programme that enables college graduates to become highly qualified specialists and work at leading enterprises in the region. In 2024, En+ Group collaborated with 11 educational institutions in Fuel and Energy Complex, Information Technologies, Tourism and Services. In 2024, all budget-funded places were allocated, more than 90 students plan to sign employer-sponsored contracts with the Power segment, and about two thirds of students have entered into employer sponsored contracts with the Metals segment.



05. Sustainable Urbanisation

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- 5.3. Sustainable Tourism | 53



NDGs

- POPULATION PRESERVATION, HEALTH AND WELL-BEING OF PEOPLE, FAMILY SUPPORT
- REALISATION OF EACH PERSON'S POTENTIAL, DEVELOPMENT OF HIS/HER TALENTS, UPBRINGING OF A SOCIALLY RESPONSIBLE PERSONALITY
- COMFORTABLE AND SAFE ENVIRONMENT
- ENVIRONMENTAL WELL-BEING
- SUSTAINABLE AND DYNAMIC ECONOMY

National Projects of Russia



Federal Projects

Contributing to

- ENVIRONMENTAL WELL-BEING:
 - Clean air
 - Forest preservation

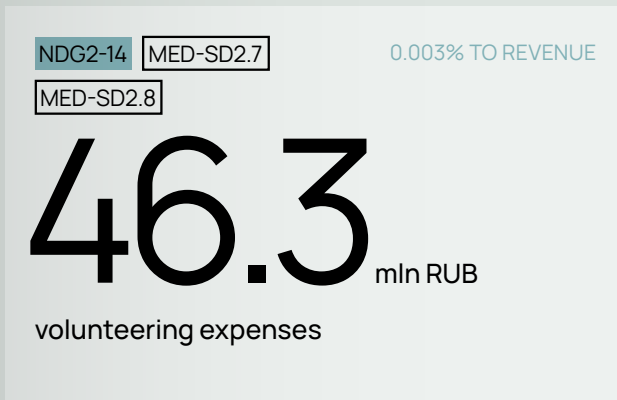
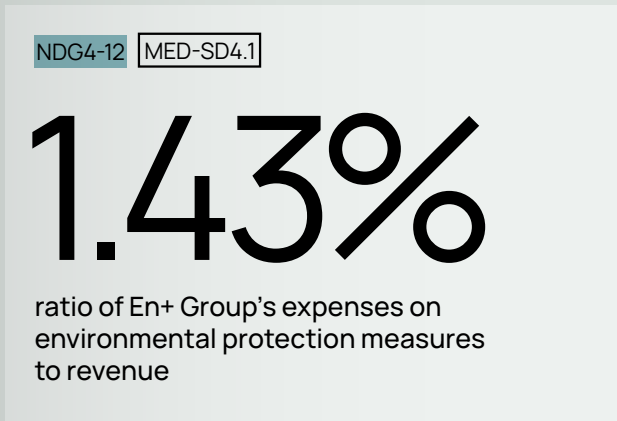
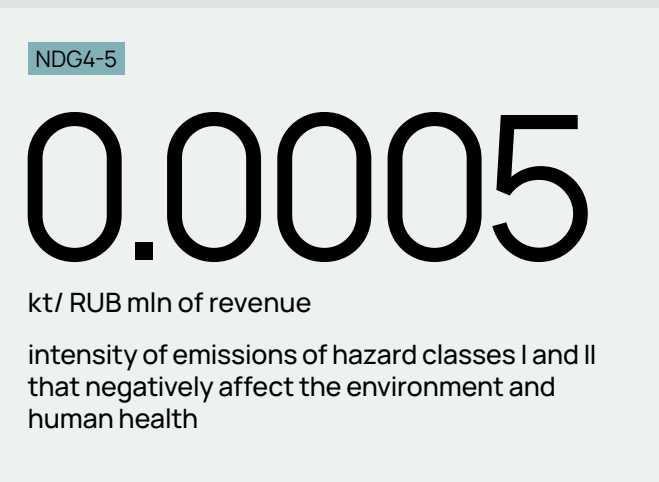
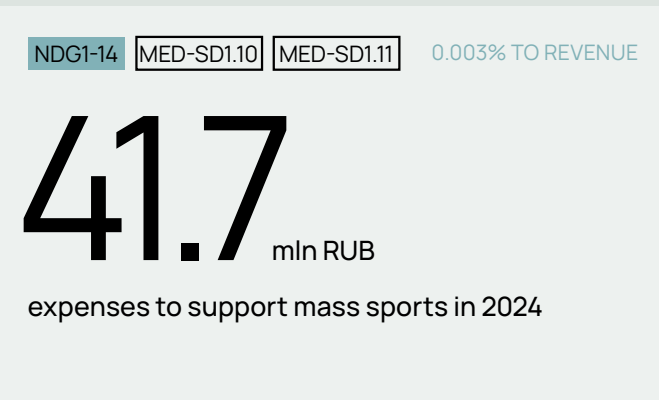
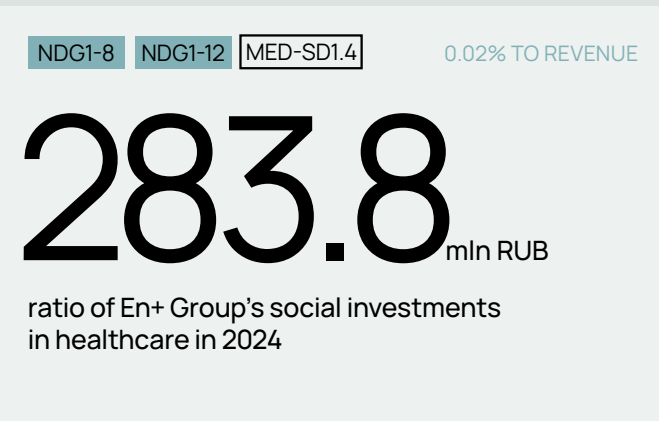
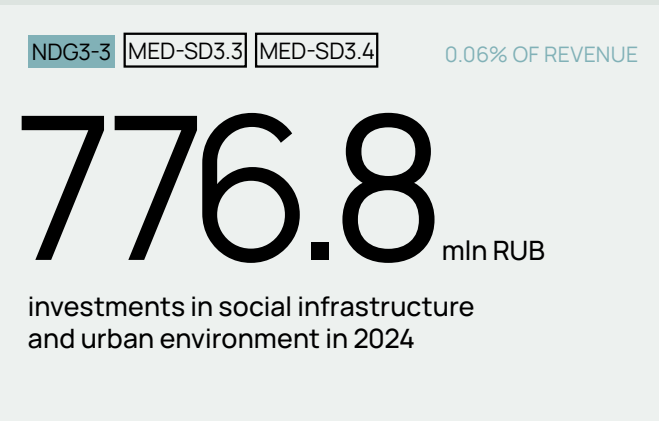
In support of

- ENVIRONMENTAL WELL-BEING:
 - Water in Russia
- COMFORTABLE AND SAFE ENVIRONMENT:
 - Creating a comfortable urban environment
 - Infrastructure development in settlements
- SUSTAINABLE AND DYNAMIC ECONOMY:
 - Creating a room fund, infrastructure and new attractions



UN SDG 11

Key achievements according to ESG Tool for NDG disclosure



En+ Group's cities of presence are social ecosystems

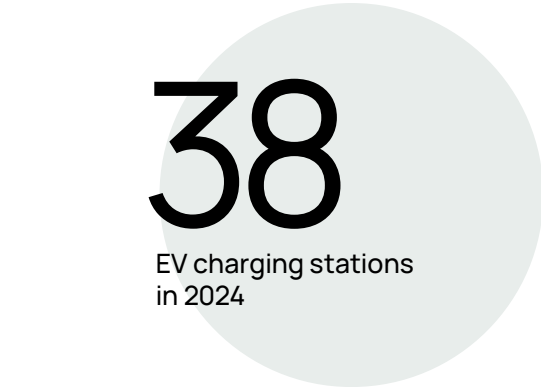
The Group strives to create a comfortable and sustainable urban environment, develop transport and engineering infrastructure that ensures a decent quality of life for local communities. Caring for cities and local communities with a focus on technology and environmental well-being is the core of En+ Group's social policy.

5.1. Sustainable and Clean Cities

Project 360

Project 360 is one of the largest environmental volunteer initiatives in Russia aimed at protecting Lake Baikal and protected areas from the negative human impact. Over the years, thousands of volunteers, hundreds of organisations, and dozens of municipalities have joined the Project. Aside from annual large-scale clean-ups, Project 360 volunteers are engaged in installing eco-trails, planting trees, improving tourist infrastructure, and maintaining protected areas. In 2024, volunteers improved a tourist route in the Pribaikalsky National Park: they cleared 100 cubic metres of fallen timber, set up picnic areas and installed a stand with an eco-trail map.

More than 5,000 people annually participate in Project 360



EV charging stations

As the electric vehicle market is expanding rapidly, En+ Group is developing a network of EV charging stations in the regions of its presence: Irkutsk Region and Krasnoyarsk Territory. Today, EV charging stations cover the entire route of the Irkutsk Region, including sections of the Baikal and Siberia federal highways. In 2024, in response to the growing popularity of electric vehicles, En+ installed 19 additional charging stations for electric vehicles, thereby doubling our contribution to the EV market.

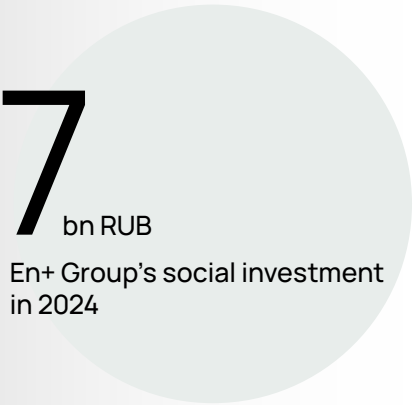


Sustainable Cities Responsibility Index

The Group's Power and Metals segments implement social and infrastructure projects in the territories of their presence. Sustainable Cities Responsibility Index is an analytical tool that enables the Group to evaluate the quality of life and significant issues in these regions. The Index allows us to identify and prioritise areas of social welfare and urban infrastructure most in need of investment, according to the opinions of the local population.

In 2024, the tool was further developed by the National ESG Alliance to include the cities of presence of its other member companies.

100% of social investments will be based on measurable Index indicators from 2025



Ecological modernisation

Participation in the Clean Air Federal Project

En+ Group strives to reduce the environmental impact of its operations in the cities of presence. The Group's enterprises in Bratsk, Novokuznetsk and Krasnoyarsk are taking part in the first phase of Clean Air federal project, which is aimed at the reduction of emissions and air quality improvement in 12 Russian cities by 20% by 2026.

Efforts to reduce emissions include extensive modernisation of the Group's aluminium smelters, in particular transition to the advanced electrolysis technologies, the use of more environmentally friendly raw materials, the construction of advanced gas cleaning facilities, and the installation of video monitoring and automatic emission control systems.

To date, due to the implementation of EcoSoderberg technologies, pre-baked anodes and dry gas treatment units, the Novokuznetsk Aluminium Smelter has reduced emissions by 30% (2024), the Bratsk Aluminium Smelter by 18% (2025), and the Krasnoyarsk Aluminium Smelter by 40% (2004-2024).

Helping is Easy corporate programme

Participation in the Forest preservation federal project, see also Aerial forest firefighting

In 2024, the Green Wave volunteer campaign for landscaping and greening public spaces brought together volunteers from 22 cities. Meanwhile, thanks to the River Day eco-marathon, 37 tonnes of garbage were collected, including 12 tonnes sent for recycling. The Group launched a project to develop eco-trails and other infrastructure in the protected areas with the participation of its volunteers in the Krasnoyarsk Pillars National Park. To date, first 1,500 metres of the future 2 km route have been developed.

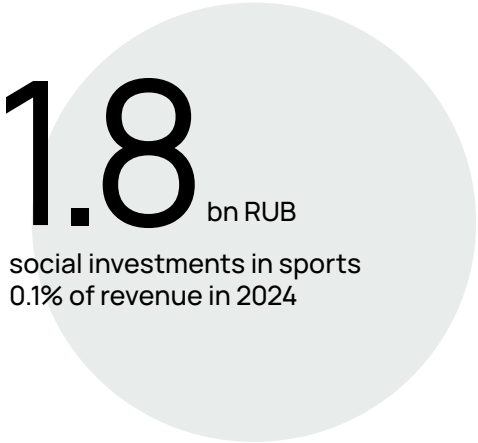
Every year, participants of the New Year Marathon help prepare orphanages for the New Year celebrations. Another project Alternative Future is aimed at systematic work with children in orphanages and help teenagers in difficult life situations to socialise and find their place in adult world. The project's main tool is role-playing games designed to foster soft skills and competencies among problem teenagers.

Corporate programme Helping is Easy is a large-scale volunteer movement which unites En+ Group's employees and local communities in the regions of presence to resolve important social and ecological goals

5.2. Sport Infrastructure

Get on your Skis!

For nine years now, En+ Group's Power and Metals segments have been implementing a large-scale sports project on developing and promoting ski racing among its employees, their families, and local communities with the support of the Russian Ski Racing Federation. En+ strives to create comfortable conditions for ski racing and thus constructs and renovates ski tracks, bases and facilities.



The annual Get on Your Skis! festival, featuring mass ski races and competitions, bring together children and adults, while our school project Skiing at School provides schoolchildren with modern skiing equipment, and Best Ski Coach of the Year competition helps to recognise the top children's and youth cross-country ski coaches and provides the winners with a monthly stipend.

Baikal-Energy bandy team

Ball hockey is one of the favourite sports of Irkutsk citizens and the Baikal-Energy bandy team is now considered a sporting symbol of Irkutsk. The team consistently ranks among Russia's top eight teams and qualifies for the playoffs. It is the only team representing the Irkutsk region in the Super League for bandy hockey – this is the highest level among all team sports in the region.

En+ plans to develop children's bandy sports in Irkutsk Region. Baikal-Energy bandy team and Irkutsk's Sports and Methodological Center have already signed an agreement on joint sports and recreation activities for preparing children's teams.

Sokol martial arts centres

One of the Group's social policy priorities is promoting healthy lifestyles among children and teenagers and a large-scale programme to build Sokol martial arts centres.

These centres improve the quality of sports infrastructure in small towns and provide children and youngsters with useful leisure activities that promote responsibility and respect for opponents. These centres offer free training with professional coaches to children and teenagers aged 5 to 18. The coaches monitor the physical development of children and act as mentors, supporting them in tackling challenges, teaching them teamwork, and helping them develop self-confidence.

Each Sokol martial arts centre covers an area of more than 1,500 m²



5.3. Sustainable Tourism

Baikal Ski Resort Sabolinaya Mountain

Participation in the Five Seas and Lake Baikal Federal Project

En+ Group is participating in a large regional programme for sustainable development of the city of Baikalsk. The former industrial area of Baikalsk, home to the former Baikal paper mill, and its surroundings are being transformed into an attractive tourist cluster with a landscape area appealing to both locals and tourists. En+ launched a comprehensive green urban project that involved planting 120 mature pine trees, each 5-6 meters tall, which instantly transformed the cityscape.

As part of the tourist infrastructure development, En+ has opened a cable car and is building the Vostochny ski lift at the Sobolinaya Mountain ski resort, which will ensure more visitors from other parts of Russia will have the opportunity to enjoy the views of Lake Baikal from Sobolinaya Mountain.

The resort will delight guests with a wide range of activities. For extreme sports enthusiasts, a national-level track is under development for downhill mountain biking competitions. Those who enjoy exploring unique natural landscapes will be pleased to hear that construction of an eco-trail at an altitude of 1,200 metres is almost complete. The trail will be accessible during the summer.



Elektra Health Resort

The Elektra Health Resort, located in a picturesque area near the Angara River, pays special attention to its youngest guests, ensuring they can relax and improve their health. A children's health centre Malysh (eng: Young One) opened in 2024 for guests aged 3 to 10. The first of its kind in Russia, the children's department at a Health Resort features a space and procedures fully adapted to children's needs. Mini-baths, mini-couches, mini-exercises, pearl baths, a children's speleo chamber, mud applications, an inhalation room and more are all available for the young guests.

Local applications of heated Tambukan mud, which have been used since the 19th century by all mud therapy clinics in the Caucasian Mineral Waters, are carried out. Malysh was ranked among the top five health resorts in Russia for customer service in the [Best Space for Children](#) category of the All-Russian contest of the same name.

The Elektra Health Resort offers tours around Lake Baikal and its surroundings, including the city of Irkutsk, for guests from other Russian regions.

Elektra follows the principles of sustainable development and introduces projects aimed at the efficient use of resources. One noteworthy example is the initiative to reduce electricity consumption through the installation of a closed water-heating system at the swimming pool. Previously, the pool water was heated in the boiler house and fed directly into the pool, which led to high electricity use. As part of the modernisation, a plate heat exchanger was installed and two closed circuits were created: one for the boiler water and one for the pool water. As a result, the water does not mix, and the heating takes place within the plate heat exchanger.

06.
Collaboration and
Stakeholder Partnerships

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NDGs

- ENVIRONMENTAL WELL-BEING
- SUSTAINABLE AND DYNAMIC ECONOMY
- TECHNOLOGICAL LEADERSHIP



Key achievements according to ESG Tool for NDG disclosure



*Calculation of this indicator is not provided for in the Alliance Methodology. The Alliance Methodology only provides for indirect indicators for this aspect: expenditure on vulnerable groups and volunteer activities. The indicator for this report has been calculated independently.

En+ Group actively promotes a corporate agenda in sustainable development and views strategic partnerships as a crucial tool for achieving both national and global goals

Participation in professional associations, initiatives, and projects at the international and national levels allows the Company to build sustainable relationships, expand opportunities for mutually beneficial cooperation, and foster the culture of respectful and constructive collaboration.

Cooperation with stakeholders plays a key role in advancing the sustainability agenda – dialogue and joint initiatives help create a more responsible business environment and stimulate systemic changes. Partnerships and collaboration contribute to the implementation of unified standards, strategies, and goals that help accelerate achievement of results.

Engagement with stakeholders is essential for achieving any of the UN Sustainable Development Goals or National Development Goals.

En+ Group aims to contribute to the development of the sustainable development agenda at the global, national, and industry levels through its cooperation with corporate associations and organisations.

6.1. Contribution to the Global Agenda

Both segments of the group continue to actively work within international associations and partnerships to contribute to the global sustainable development agenda and to present best practices to the global community

En+ Group and RUSAL are the only Russian members of CPLC, a voluntary partnership under the auspices of the World Bank to advance global carbon pricing.

Cooperation with UN bodies provides the Group with an opportunity to align its strategic priorities with the global Sustainable Development Goals, receive expert support, and access best international practices. The partnership with the UN Global Compact is especially valuable for En+ Group. Participation in the UN Global Compact and its Local Network helps En+ adhere to universal principles of human rights, environmental protection, and transparent governance, while also offering opportunities to participate in UN-hosted sessions. Among the significant events for the Company are conferences of the UN Environment Programme (UNEP), the UN Environment Assembly (UNEA), and the Food and Agriculture Organisation (FAO).

En+ and RUSAL regularly participate in the Conferences of the Parties to the UN Framework Convention on Climate Change (UNFCCC), hold sessions, and exchange best practices with representatives of international businesses.

En+ is the first Russian company to join the UN Energy Compact, a UN initiative in the energy sector aimed at achieving SDG 7 *Affordable and Clean Energy*.

En+ initiatives are recognised among the best international practices in sustainable development for BRICS countries. In 2025, the Automated Predictive Diagnostics System (APDS) for early prevention of equipment malfunctions at the HPPs was shortlisted for BRICS Solutions Awards in the Digital Transformation for Sustainable Development category. Earlier, En+ became the winner of BRICS Solutions Awards in the category Clean Water and Sanitation (SDG 6) for Project 360.

Key stakeholders:

Carbon Pricing Leadership Coalition (CPLC)

UN Global Compact (UNGC)

UN Energy Compact

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

Business Network under the auspices of the UN Economic and Social Commission for Asia and the Pacific (UNESCAP)

National Committee of the UN Decade on Ecosystem Restoration

Business 20, B20

BRICS Business Council

6.2. Contribution to the National Agenda

Contribution to the national sustainable development agenda creates a stable environment for the Company's own growth, reduces risks, and strengthens trust from the government, partners, and local communities. For En+ Group, contribution to the development of the national agenda in the area of responsible environmental, social, and corporate governance (ESG) and sustainable development is not only a contribution to achieving National Development Goals but also an opportunity to shape a positive business environment that supports industry modernisation and regional development.

The National ESG Alliance is one of the key platforms through which businesses advance the national agenda, contributing to the development and implementation of new standards, benchmarks, and best practices. In spring of 2025, En+ participated in the Strategic Session of the National ESG Alliance, during which new strategic goals for the Alliance were developed.

In the same spring, the Chief Sustainability Officer of En+ Group has been elected the Chairman of the Supervisory Board of the National ESG Alliance.

Key stakeholders:

National ESG Alliance

Russian Climate Partnership

Baikal Plastic-Free Alliance



6.3. Development of Sustainable Industry Practices

The development of sustainable industry practices holds strategic importance for the future of energy and metallurgy. Hydropower, as one of the most environmentally friendly energy sources, ensures low-carbon production and plays a key role in the decarbonisation of the economy.

Aluminium, in turn, is the metal of the future low-carbon economy. It is in demand in transportation, construction, electronics, and green technologies. It is important that aluminium production relies on sustainable and environmentally friendly practices and standards. Only this way industry growth and market share can be balanced with minimizing as environmental impact while meeting the demands of both the market and society.

Key stakeholders:

- Association for the Development of Renewable Energy
- National Association for the Development of Secondary Raw Materials Utilisation
- International Aluminium Institute (IAI)
- Hydropower of Russia Association



6.4. Transparency and Certification

Transparency and certification enhance trust in the Company's activities and create unified benchmarks for quality and sustainability. Collaborative efforts in this area promote the adoption of common standards, provide independent assessment of progress, and increase corporate accountability to stakeholders.

To demonstrate its commitment to transparency and broaden public dialogue, both segments of the Group held public hearings on their sustainable development reports at the Civic Chamber of the Russian Federation. Additionally, both segments conducted expert verifications of their respective sustainable development reports.

In 2024, En+ and RUSAL were among the first companies to receive ratings under the Chinese CCGFX rating system, achieving an overall score at the A- level.

Key stakeholders:

- CCGFX
- Expert RA
- Carbon Disclosure Project (CDP)
- Aluminium Stewardship Initiative (ASI)
- Civic Chamber of the Russian Federation (OPRF)



6.5.

The Group’s most Prominent Achievements

in Collaboration with Stakeholders in Key Areas:

STRATEGIC PRIORITY OF EN+ GROUP	KEY STAKEHOLDER GROUPS	ACHIEVEMENTS OF THE PAST YEAR
Climate responsibility	• UN organisations • Associations, alliances and initiatives • NGOs and Local Communities • Customers and Suppliers • Rating agencies • Government authorities • Scientific community	1. In 2024, at the UNFCCC COP29 En+ Group facilitated a session by the Committee on Sustainable Energy Transition under the auspices of the UN Global Compact Network Russia. Representatives of various business associations and research institutes from South Africa and Brazil presented their case studies during the session. 2. With support from En+ Group, the Climate Partnership of Russia hosted a forum in celebration of its 10th anniversary. The Local Network of the UNGC and the National ESG Alliance took part in the event. 3. In 2024, En+ Group updated the UN Energy Secretariat on the progress made in implementing the New Energy Programme and the En+ Group's Renewable Energy Certificates project, thus maintaining its membership in the UN Energy Compact initiative. 4. En+ Group continues to chair the Russian Chapter of the Energy, Green Economy and Climate Working Group at BRICS Business Council. In 2024, under Russia's presidency in BRICS, the Working Group continued to work on the creation of BRICS Energy Skills Roadmap, the establishment of BRICS Centre of Excellence and the establishment of BRICS Clean Energy Fund. The Working Group also introduced two initiatives: BRICS Fairy Tales about Renewable Energy Sources and the Initiative on developing a Hub Infrastructure for the Integration of the National Voluntary Carbon Markets. Both initiatives were presented at UNFCCC COP29. 5. En+ Group actively contributed to the work of B20 Task Force on Energy Transition and Climate, and the Task Force on Trade and Investment. En+ Group's proposals on promoting internationally accepted methodologies for calculating and reporting the carbon footprint of products, taking into account different sectoral requirements, which were included in the corresponding B20 Policy Papers. En+ Group's suggestions on carbon footprint reduction through reuse of recycled materials are also reflected in the documents.
Healthy ecosystems	• UN organisations • Associations, alliances and initiatives • NGOs and Local Communities • Government authorities • Scientific community	1. A memorandum of cooperation was signed with the National Committee of the UN Decade on Ecosystem Restoration. 2. Together with the Baikal Plastic-Free Alliance and the Russian Federal Agency for Fisheries, En+ Group conducted its annual expedition to lift sunken fishing nets from the lakebed of Lake Baikal. In 2025, 14 km of sunken illegal nets were lifted from the bottom of Lake Baikal. 3. En+ became a key partner of the III International Conference Eurasian Transboundary Economic, Scientific-Technical, and Environmental Cooperation organised by the Siberian Branch of the Russian Academy of Sciences, where the international scientific community discussed the risks of transboundary water pollution. 4. A Scientific Council was established to oversee the Group's biodiversity conservation programme for the Angara hydropower cascade.

Strategic priorities in the area of sustainable development shape the routes of collaboration with our stakeholders. For each strategic priority, key partners are identified, and annual results are achieved that are only possible through close cooperation

STRATEGIC PRIORITY OF EN+ GROUP	KEY STAKEHOLDER GROUPS	ACHIEVEMENTS OF THE PAST YEAR
Circular economy	• Associations, alliances and initiatives • Government authorities • Scientific community	1. Representatives of En+ participated as experts in negotiations on the formation of a legally binding agreement to end plastic pollution (INC 5.1) as part of the UN Global Compact delegation. 2. In 2024, En+ Group became a member of the Circular Economy Task Force and the Energy Task Force at the ESNB, a voluntary business network under the auspices of the UN Economic and Social Commission for Asia and the Pacific (ESCAP). The ESCAP position paper: The Secrets to Unlocking the Next Frontier for a Circular Economy in the Asia Pacific Region included the best practices of the En+ Group's Power and Metals segments. 3. The results of scientific environmental monitoring of Lake Baikal were presented to the Scientific Council of the Russian Academy of Sciences (RAS) and were included in the Resolution of the joint meeting of the RAS Scientific Council on the problems of ecology of biological systems and the Scientific Council of the Siberian Branch of RAS on the problems of Lake Baikal on the topic Ecosystem of Lake Baikal: Condition and Determining Factors.
Human development	• NGOs and Local Communities • En+ employees	1. Together with Irkutsk National Research Technical University and Harbin Institute of Technology, a master's programme in Ecology was launched. Scholarships from En+ will allow students to receive high-quality environmental education in Russia and China. 2. En+ jointly with the Baikal Plastic-Free Alliance and Irkutsk National Research Technical University held an inter-university educational hackathon, during which students proposed projects to help preserve Lake Baikal from microplastic pollution. 3. En+ supported the international youth forum EcoYouth providing both expert and financial support. 4. En+ supported the ecology platform of the International Youth Forum Baikal. Master classes were held with the youth community (aged 18 to 35), En+ Group's environmental and sustainability initiatives were presented, along with opportunities for youth's involvement in their implementation.
Sustainable urbanization	• Government authorities • NGOs and Local Communities • SME	1. En+ and RUSAL became partners of the Know Our Own competition, within which, together with the League of Green Brands, small and medium-sized enterprises that met the green product standard were awarded a prize to help grow their sustainable businesses. 2. In 2025, several organisations received support through the En+ grant competition Cities with A+. In Irkutsk, thanks to an En+ grant, light installations made from recycled glass will be installed. In Tulun, five cultural and recreational creative workshops will be created across city libraries, becoming vibrant venues for children and youth. In the Republic of Buryatia, Bratsk, Nizhny Novgorod, Divnogorsk, and Angarsk, platforms for youth educational and sports development received funding. 3. En+ and RUSAL participated in a large-scale analytical project — the Life Index of the Territories by the National ESG Alliance, which helps capture opinions of residents about their cities, assess the accessibility and quality of healthcare and education, the condition of the urban environment, transport, and ecology, as well as opportunities for development, leisure, careers, and the level of trust in authorities and business. Investments in the development of the Company's regions of presence are directed in accordance with the survey results and the identified needs of the population.

STRATEGIC AREA	UN SDGS	UN SDG TARGETS	NDGS	NATIONAL PROJECTS OF RUSSIA
Digital transformation	6, 9, 13	6.5, 9.1, 9.5, 9.b, 13.1	• Technological leadership: a • Digital transformation of state and municipal administration, economy and social sphere: a, b	• Data economy
Water-Energy nexus	6, 7, 8, 9, 12, 13, 15	6.3, 6.4, 6.5, 6.b, 7.1, 7.2, 7.a, 8.2, 9.1, 9.4, 12.5, 12.6, 13.1, 13.2, 15.1, 15.3	• Sustainable and dynamic economy: x, ц • Technological leadership: a	• Power industry • Economy
Market transformation towards low-carbon	7, 8, 9, 11, 13, 17	7.1, 7.2, 7.a, 8.2, 8.3, 8.4, 9.1, 9.2, 9.4, 9.5, 9.b, 11.6, 13.1, 13.2, 17.4, 17.15, 17.16	• Sustainable and dynamic economy: x, c, ц	• Power industry • Economy
Climate capital	3, 15	13.1, 13.2, 15.1, 15.2, 15.3	• Sustainable and dynamic economy: x	• Power industry • Economy • Low-carbon development
Preserving freshwater ecosystems	6, 9, 11, 15	6.3, 6.5, 6.6, 9.1, 9.4, 11.4, 11.6, 15.1, 15.1, 15.2, 15.4, 15.5, 15.9, 15.a, 15.c	• Environmental well-being: б, г • Technological leadership: a	• Environmental well-being
Preserving biodiversity	6, 11, 15	6.3, 6.5, 6.6, 11.4, 11.7, 15.1, 15.2, 15.4, 15.5, 15.9, 15.a, 15.c	• Environmental well-being: б, г, д	• Environmental well-being
Reduction of ecological footprint	6, 12, 15	6.3, 6.4, 6.5, 12.2, 12.5, 12.6, 12.7, 15.1, 15.2	• Environmental well-being: a, в	• Environmental well-being
Circular economy	6, 12	6.3, 6.4, 6.5, 12.2, 12.5, 12.6, 12.7, 12.8	• Environmental well-being: a, в • Technological leadership: д	• Environmental well-being
Developing corporate culture	5, 8, 10, 15, 16	5.1, 5.5, 8.5, 10.2, 15.1, 16.5	• Population preservation, health and well-being of people, family support: a, б, д, ж • Sustainable and dynamic economy: г	• Family • Youth and children
Business hub	4, 8	4.3, 4.4, 8.3	• Sustainable and dynamic economy: и, л	• Human resources
Ensuring safety and supporting our employees	3, 8	3.4, 3.8, 3.c, 8.5, 8.8	• Sustainable and dynamic economy: г, д	• Active lifestyle

STRATEGIC AREA	UN SDGS	UN SDG TARGETS	NDGS	NATIONAL PROJECTS OF RUSSIA
Engagement with local communities	3, 4, 8, 10, 11, 12, 13, 17	3c, 4.4, 4.5, 4.7, 4.a, 4b, 8.3, 8.6, 10.2, 11.7, 12.8, 13.3, 17.17	• Realisation of each person's potential, development of his/her talents, upbringing of a socially responsible personality: б, в, д, e • Sustainable and dynamic economy: и • Digital transformation of state and municipal administration, economy and social sphere: a	• Youth and children • Human resources
Sustainable and clean cities	3, 6, 8, 11, 17	3.9, 8.9, 6.3, 11.2, 11.3, 11.4, 11.6, 11.7, 11.a, 17.17	• Population preservation, health and well-being of people, family support: д • Comfortable and safe environment: e, и • Environmental well-being: б, г, г	• Environmental well-being • Infrastructure • Tourism • Youth and children
Sport infrastructure	3, 11	3.4, 11.3	• Population preservation, health and well-being of people, family support: д, e • Realisation of each person's potential, development of his/her talents, upbringing of a socially responsible personality: e	• Youth and children
Sustainable tourism	11	11.7, 11.b	• Comfortable and safe environment: e, ж, з, и • Environmental well-being: д • Sustainable and dynamic economy: и, т	• Tourism • Infrastructure
Contribution to the global agenda	11	6, 7, 12, 13, 15, 17	• Sustainable and dynamic economy: c	
Contribution to the national agenda	6, 7, 12, 13, 15, 17		• Environmental well-being: б, г • Technological leadership: д • Sustainable and dynamic economy: c	• Environmental well-being • Economy
Development of Sustainable Industry Practices	6, 7, 12, 13, 17			
Transparency and Certification	6, 7, 12, 13, 15, 17			

