



QUALITY POLICY EN+ GROUP IPJSC

APPROVED

by the Board of Directors of

EN+ GROUP IPJSC

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Terms and definitions

“**Group**” means the Company and its Group entities other than UC RUSAL IPJSC and its Group entities.

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

“**Policy**” means this Quality Policy of EN+ GROUP IPJSC.

“**Quality**” means cumulative compliance with the standard requirements towards the production and repair processes in order to deliver due quality products to the consumer and to ensure positive economic performance.

1. Introduction

- 1.1. This Quality Policy is based on the Group’s mission and objectives and sets out the guidelines for operation and improvement of the Group’s quality management system.
- 1.2. Ensuring high quality at each stage of the product life cycle is fundamental to the Group’s production activities, while effectiveness of the quality management system is predominantly based on compliance with the standards, focus on the client, training of employees and their participation in quality management.

2. Scope of application

- 2.1. This Policy is binding for the Company’s governance bodies and employees.
- 2.2. The Company encourages adherence to the key principles of functioning and improvement of the quality management system by the Group as stipulated in the Policy.

3. Mission of the Group

- 3.1. We strive to ensure non-discriminatory, client-oriented access to electric power grids, thermal power networks and energy, uninterrupted production and supply of electric and thermal power to all consumers, including households in the regions where the Company has operations.

4. Objectives of the Group

- 4.1. Security of electric and thermal power supply to our consumers through the use of best practices in production, planning and analysis, economically reasonable and consistent with sustainability.
- 4.2. Maximum productive efficiency in operating and modernizing the Group's assets; ensuring the development of the Group's power business through the use of best practices.
- 4.3. Conducting the modernization of production facilities, ensuring better operating efficiency of the Group's assets by diversification of operations and through the use of scientific and technological potential.
- 4.4. High quality of services through increased efficiency of the power production, transmission and distribution processes.

5. Principles of this Policy

- 5.1. Built-in quality: The Group integrates quality control at all stages of energy production, from feedstock fuel and water to parameters of electric and thermal power supply, regularly evaluates the available tools for maintaining and improving the quality management system in line with the world's best practices, implements its Long-term Strategy in accordance with the Company's Technological Policy.
- 5.2. Focus on consumer: The Group ensures the secure operation of the equipment at the Group's generating facilities, grids and networks by raising the quality of maintenance and repairs through the analysis of risks and opportunities, effective investments in reliability and enhancement of the professional skills of its employees. We use a client-oriented approach in interactions with our consumers, ensuring non-discriminatory access to due quality products. In line with its client-oriented approach, the Group uses various channels of interaction with consumers and implements new initiatives to drive constant improvement of service quality.
- 5.3. Development of best and reliable suppliers: the Group is actively cooperating with suppliers and is developing long-term relationships with reliable partners that share its culture of continuous improvement. The Group has adopted a policy on import substitution and a wider use of domestically produced equipment.
- 5.4. Culture: the Group provides the conditions for competency development of its employees through implementing effective HR policies, motivation system and professional development tools.
- 5.5. Business excellence model: the Group is committed to sustainability principles, which are based on economic growth balanced with protection of the environment for future generations.

- 5.6. Striving for continuous improvement and creating value: the Group adheres to the continuous improvement principles and implements innovative technological solutions, explores new options to ensure higher quality and create value for the stakeholders.
 - 5.7. Responsibility: it is the responsibility of the management and each employee to comply with the Quality Policy.
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6. Monitoring and Reporting

- 6.1. The Group's management will monitor the implementation and timely updating of this Policy.
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7. Review and Revision of this Policy

- 7.1. The Group will review this Policy, as appropriate, to ensure the effectiveness of this Policy for achieving the Group's objectives.
 - 7.2. This Policy and any future additions hereto or amendments hereof shall be subject to approval by the Company's Board of Directors.
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8. Disclosure of this Policy

- 8.1. This Policy will be published, in Russian and English on the Company's website for the general public's access (www.enplusgroup.com).