

EN



Appendices to the  
Consolidated report  
2025

People generating  
the power of the future

ADDITIONAL ESG DATA

## Additional ESG data

### Materiality assessment

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**GRI 3-1** Materiality assessment is a key element in the preparation of En+ Group's Consolidated Report. In conducting the assessment, the Company leverages its proprietary methodology that enables it to analyse the context and engage stakeholders into the process.

**GRI 2-25** Materiality is assessed on an annual basis in accordance with the GRI Standards. The assessment approach is based on the analysis of operations and identification of En+ Group's actual and potential, positive and negative impacts on the environment, economy and society, including human rights. In 2025, materiality was assessed in several stages, including a stakeholder survey.

GRI 2-14, 3-1 En+ Group's materiality assessment stages

	1. Identification of the Company's impacts	2. Assessment of the significance of impacts	3. Prioritising and grouping impacts into topics	4. Correlation of topics and risks	5. Approval of the list of material topics
Description	<ul style="list-style-type: none"> <li>analysis of En+ Group's context by internal experts: business model, Company's strategies, lines of business (bauxite mining, alumina processing, aluminium production, electric and thermal energy), business relations (relationships with partners and within the supply chain)</li> <li>analysis of feedback from stakeholders, their suggestions and comments, including those made through feedback mechanisms</li> <li>benchmarking of impacts and material topics disclosed in the reports of Russian and international metals, mining and energy companies in 2025</li> <li>analysis of the requirements set forth in international industry standards and initiative guidelines</li> </ul>	<ul style="list-style-type: none"> <li>determination of the method of incorporating stakeholder views</li> <li>conducting a stakeholder survey to identify the most significant positive and negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>setting a threshold to filter out less significant impacts</li> <li>grouping significant impacts into topics</li> <li>ranking material topics based on the resulting significance of impacts</li> <li>testing material topics against international standards, industry best practices, and guidelines (including in the context of the GRI industry standard for the mining sector GRI 14: Mining Sector 2024).</li> </ul>	<ul style="list-style-type: none"> <li>comparison of material topics and relevant risks of the Company</li> <li>determination of the total intensity of risks by material topic, ranking material topics based on the resulting significance of risks</li> </ul>	<ul style="list-style-type: none"> <li>determination of the final standardised assessment of material topics in terms of relevant impacts and risks</li> <li>development of a double materiality matrix</li> <li>review and approval of the final list of material topics by En+ Group's senior management and the HSE Committee of the Board of Directors</li> </ul>
Output	A list of En+ Group's actual and potential positive and negative impacts	A list of impacts ranked by stakeholders	Significant impacts grouped into topics	Risks grouped by topic	A list of approved material topics A matrix of material topics

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In the reporting year, 650 representatives of various groups of En+ Group's stakeholders took part in the materiality assessment.

**Overview of stakeholder groups involved in the survey in 2025**

Stakeholder group	Share, %	Number of participants, people
Employees and trade unions	89.8	584
Local communities	3.7	24
Customers and suppliers	1.7	11
Shareholders, investors, banks, and rating agencies	0.9	6
Non-profit organisations	0.8	5
Federal and regional authorities	0.8	5
Other	2.3	15
		650

**GRI 2-6, 3-2, 3-3, 203-2** The table below contains the main groups of potential and actual, positive and negative impacts of En+ Group activities at all value chain stages.

The value chain of the Metals segment includes bauxite mining, alumina and aluminium production, and product sales to consumers. The Power segment is characterised by two parallel business processes: heat and electricity generation (at CHPs) and electricity generation (at HPPs). The heat and electricity generated are used both to meet own needs of the Metals segment enterprises and for sale to the grid.

Common business processes for both segments of the Group include production management, allocation of financial capital, construction of production and logistics infrastructure, etc.

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Material topics, impacts and risks of En+ Group

Aspect	Material topics	Value chain stages	Positive	Negative	Related material risks
E	Climate change	<ul style="list-style-type: none"> <li>Heat and electricity generation (CHP)</li> <li>Electricity generation (HPP)</li> </ul>	Development of renewable energy capacities: hydropower, solar power	Contribution to climate change	Climate risks
	Energy management	<ul style="list-style-type: none"> <li>Heat and electricity generation (CHP)</li> <li>Electricity generation (HPP)</li> </ul>	Provision of affordable heat and electricity to residents  Improving energy efficiency at enterprises (reducing energy consumption and losses of electricity and heat)	Interruptions in heat and electricity supply	Technology risks
	Just energy transition and low-carbon products	<ul style="list-style-type: none"> <li>Electricity generation (HPP)</li> <li>Heat and electricity generation (CHP)</li> <li>Aluminium production</li> </ul>	Development of renewable energy capacities: wind, solar, hydropower  Promotion of low-carbon products and renewable energy certificates		Climate risks (transition)
	Water and wastewater management	<ul style="list-style-type: none"> <li>Alumina production</li> <li>Aluminium production</li> </ul>	Increasing the share of reused water and improving the quality of water treatment	Water withdrawal from rivers and lakes	Environmental risks

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	Safe waste management	<ul style="list-style-type: none"> <li>○ Heat and electricity generation (CHP)</li> <li>○ Bauxite mining</li> <li>○ Alumina production</li> <li>○ Aluminium production</li> </ul>	Waste disposal and recycling	Non-hazardous waste generation and disposal	Environmental risks
	Biodiversity	<ul style="list-style-type: none"> <li>○ Bauxite mining</li> <li>○ Electricity generation (HPP)</li> </ul>	Reforestation and land reclamation  Monitoring of the state of nature and implementation of conservation programmes, including on Lake Baikal	Potential negative impact on nature	Environmental risks
	Air quality	<ul style="list-style-type: none"> <li>○ Heat and electricity generation (CHP)</li> <li>○ Alumina production</li> <li>○ Aluminium production</li> </ul>	Construction and upgrade of gas and dust treatment plants	Emissions of pollutants due to fuel combustion	Environmental risks
	Environmental compliance and the best available technologies (BAT)	<ul style="list-style-type: none"> <li>○ Bauxite mining</li> <li>○ Electricity generation (HPP)</li> <li>○ Heat and electricity generation (CHP)</li> <li>○ Alumina production</li> <li>○ Aluminium production</li> </ul>	Environmental upgrade of enterprises using the best available technologies	-	Environmental risks  Laws and regulations risks
S	Occupational health and safety	Common business processes	Health protection, access to quality medical services	Occupational accidents  Difficult working conditions, occupational diseases	Health and safety risks
					Laws and regulations risks  Safety risks
	Employees management and engagement	Common business processes	Creating decent working conditions	Potential violations of labour laws and terms of employment contracts	Laws and regulations risks

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			Provision of employee training and development opportunities		
	Human rights	Common business processes	Supporting the principles of the Policy on Human Rights, prevention of child and forced labour  Receiving and responding to reports via the Signal hotline	-	Laws and regulations risks
	Local community engagement	Common business processes	Improving living conditions for residents of the regions of responsibility  Contribution to the regional and national budget through tax contributions	Potential violation of the rights of local residents	-
G	Governance	Common business processes	Compliance with high standards of corporate governance	Non-compliance with the principles of the Corporate Governance Code	Laws and regulations risks  Legal risks
	Sustainable supply chain	Common business processes	Promotion of sustainability practices in the supply chain  Contribution to the regional economy through purchases from local suppliers	Potential risk of human rights violations in the supply chain  Disruptions in the supply chain	Geopolitical risks
					Commercial and project risks
	Business ethics	Common business processes	Implementation of measures to eliminate conflicts of interest, combat corruption and comply with corporate ethics standards	Potential violation of business ethics and anti-corruption laws	Laws and regulations risks
	Economic performance	Common business processes	Sustainable financial performance	Information security	Geopolitical risks
					Financial risks
Market risks: supply, demand and commodity price volatility					
Innovation management		Development of new technologies		Commercial and project risks	
				Technology risks	
					Geopolitical risks

ADDITIONAL ESG DATA

		Common business processes	Promoting the innovation culture among employees	Failure to achieve a significant effect from the implementation of innovative projects	IT security and resilience risks
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## Financial review

### GRI 201-1, PBCS 61 Direct economic value generated and distributed, USD<sup>1</sup> mn

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Direct economic value generated	13,033	3,612	15,493	12,767	3,891	15,372	15,554	4,946	18,529
Revenues	12,213	3,587	14,648	12,082	3,853	14,649	14,812	4,862	17,703
Share of profits of associates and joint ventures	752	-	752	564	(1)	563	666	(6)	660
Interest income on loans	68	25	93	121	39	160	76	90	166
Economic value distributed	(11,385)	(3,033)	(13,123)	(11,757)	(3,021)	(13,523)	(14,333)	(3,801)	(16,310)
Operating costs	(10,602)	(2,263)	(11,557)	(10,893)	(2,192)	(11,830)	(13,064)	(2,784)	(13,974)
including employee wages	(750)	(527)	(1,277)	(860)	(677)	(1,537)	(1,088)	(802)	(1,890)
Retirement costs	(206)	(83)	(289)	(231)	(80)	(311)	(300)	(93)	(393)
Community in-vestments	(33)	(5)	(38)	(47)	(10)	(57)	(98)	(70)	(168)
Payments to providers of capital	(367)	(368)	(748)	(417)	(413)	(830)	(704)	(458)	(1,176)
including dividends paid	-	-	-	-	-	-	-	-	-
including financial expenses	(367)	(368)	(748)	(417)	(413)	(830)	(704)	(458)	(1,176)
Payments to government	(177)	(314)	(491)	(169)	(326)	(495)	(167)	(432)	(599)
including income tax <sup>2</sup>	(132)	(238)	(370)	(120)	(242)	(362)	(114)	(360)	(474)
Economic value retained: 'direct economic value generated' less 'economic value distributed'	1,648	579	2,370	1,010	870	1,849	1,221	1,145	2,219

<sup>1</sup> Hereinafter in this section, calculated using the average RUB/USD exchange rate for 2023 in the amount of RUB 85.25 per dollar, for 2024 in the amount of RUB 92.57 per dollar, for 2025 in the amount of RUB 83.62 per dollar.

<sup>2</sup> Excluding deferred income tax and its effect on the reporting period.

## ADDITIONAL ESG DATA

## GRI 201-4 Financial assistance received from government, mn

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
Metals segment	-	-	-	-	-	-
Power segment	2,974	35	2,631	28	2,523	29
En+	2,974	35	2,631	28	2,523	29

## PBCS 61, 62, 63, 64, 67, 68 Economic indicators, RUB mn

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Revenue	1,041,117	305,780	1,248,692	1,118,373	356,654	1,355,988	1,238,584	406,562	1,480,325
Value added	251,307	177,079	434,353	375,907	209,012	582,513	2,397,310	230,290	2,621,915
Net value added	150,716	123,096	279,779	261,126	151,622	410,342	213,901	164,398	542,695
Labour productivity	3.1	3.7	3.6	5.1	5.2	5.1	4.2	5.4	4.6
Amount of mandatory payments assessed	86,955	18,499	105,464	85,063	20,349	105,412	92,558	21,032	113,590
Amount of mandatory payments paid	86,955	19,622	106,577	85,063	21,312	106,375	92,558	22,689	115,247
Sustainable investments	19,504	6,953	26,457	4,351	8,811	13,161	53,190	16,696	69,886
Investments in projects related to achieving technological sovereignty and structural adaptation of the Russian economy	-	1,624	1,624	377	80	457	2,893	3.2	2,896.2

## Climate change and energy management

GRI 305-4, 14.1.8, PBCS 9 GHG emissions intensity from ALLOW aluminium production, t CO<sub>2</sub>e/ t Al

2023	2024	2025
2.3	2.3	2.2

GRI 305-5 Emissions prevented as a result of the New Energy programme, mt CO<sub>2</sub>e

2023	2024	2025
2.515	2.900	2.500

GRI 305-4, 14.1.8, PBCS 9 GHG emissions intensity during electrolysis, t CO<sub>2</sub>e/ t Al<sup>3</sup>

2023	2024	2025
1.98	1.99	1.91

<sup>3</sup> 2014 is the base year for GHG emissions intensity (2.28 t CO<sub>2</sub>e/ t Al).

## ADDITIONAL ESG DATA

GRI 305-1, 305-2, 305-3, 14.1.5, 14.1.6, 14.1.7, SASB IF-EU-110a.1, IF-EU-110a.2, EM-MM-110a.1, PBCS 8 Direct (Scope 1) and indirect (Scope 2 and 3) GHG emissions of En+, mt CO<sub>2</sub>e<sup>4</sup>

	2023	2024	2025
Scope 1, Metals segment	27.2	26.2	25.2
Scope 2, Metals segment	1.1	1.2	1.1
Scope 3, Metals segment	11.1	12.1	11.7
<b>Scope 1, 2, 3, Metals segment</b>	<b>39.4</b>	<b>39.5</b>	<b>38.0</b>
Scope 1, Power segment	25.1	25.7	25.3
Scope 2, Power segment	0.6	0.7	0.7
Scope 3, Power segment	1.0	1.0	1.0
<b>Scope 1, 2, 3, Power segment</b>	<b>26.7</b>	<b>27.4</b>	<b>27.0</b>
<b>Scope 1, 2, 3, En+</b>	<b>66.0</b>	<b>66.9</b>	<b>65.0</b>

GRI 305-1, 305-2, 305-3, SASB IF-EU-110a.1, IF-EU-110a.2, PBCS 8 Direct (Scope 1) and indirect (Scope 2 and 3) GHG emissions of the coal segment, kt CO<sub>2</sub>e<sup>5</sup>

	2023	2024	2025
Scope 1	527.2	506.6	526.3
Scope 2	76.1	87.5	91.7
Scope 3	11.7	9.6	13.7
<b>Scope 1, 2, 3</b>	<b>615.0</b>	<b>603.6</b>	<b>631.7</b>

GRI 305-1, 305-2, 305-3, SASB IF-EU-110a.1, IF-EU-110a.2, PBCS 8 GHG emissions of the Power segment by substance, t CO<sub>2</sub>e

	2023		2024		2025	
	Total	%	Total	%	Total	%
CO <sub>2</sub>	26,604,095	99.65	27,342,872	99.6	26,908,447	99.6
Methane (CH <sub>4</sub> )	6,556	0.02	6,702	0.02	6,668	0.02
Nitrous oxide (N <sub>2</sub> O)	92,115	0.34	94,294	0.34	87,708	0.32
Hydrofluorocarbons (HFCs)	-	-	-	-	-	-
Perfluorocarbons (PFCs)	94	-	-	-	-	-
Sulphur hexafluoride (SF <sub>6</sub> )	1,422	-	1,310	-	1,189	-
<b>Total Scope 1, 2, 3</b>	<b>26, 696,726</b>		<b>27,445,178</b>		<b>27,004,012</b>	

GRI 305-1, 305-2, 305-3, 14.1.5, 14.1.6, 14.1.7, SASB EM-MM-110a.1, PBCS 8 GHG emissions of the Metals segment (Scope 1) by substance, t CO<sub>2</sub>e

	2023		2024		2025	
	Total	%	Total	%	Total	%
CO <sub>2</sub>	25,847,002.66	94.9	24,682,833.17	94.4	24,064,435.93	95.5%
Methane (CH <sub>4</sub> )	22,548.26	0.08	19,862.65	0.08	22,974.28	0.1%
Nitrous oxide (N <sub>2</sub> O)	60,430.99	0.2	55,634.70	0.2	55,138.30	0.2%
Hydrofluorocarbons (HFCs)	1,308,038.70	4.8	1,392,885.76	5.3	1,045,030.95	4.1%
<b>Total Scope 1</b>	<b>27,238,020.61</b>		<b>26,151,216.27</b>		<b>25,187,579.45</b>	

<sup>4</sup> There are no biogenic emissions. Data for 2023 and 2024 were adjusted due to changes in the Russian Government Order dated 22.10.2021 No. 2979

<sup>5</sup> Data for 2023 and 2024 were adjusted due to changes in conversion factors to tons of CO<sub>2</sub> eq. for some greenhouse gases.

ADDITIONAL ESG DATA

GRI 305-4, 14.1.8, PBCS 9 GHG emissions intensity

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
GHG emissions intensity per revenue, t CO <sub>2</sub> e/USD mn	3,232	7,372	4,167.3	3,263	7,123.7	4,569.9	2,565	5,554.1	3,671.9
GHG emissions intensity per revenue, t CO <sub>2</sub> e/RUB mn	37.9	86.5	48.94	35.27	76.9	49.4	30.67	66.4	43.9
GHG emissions intensity per generated electricity and heat, mt CO <sub>2</sub> e/bn kWh	-	0.23	-	-	0.22	-	-	0.24	-
GHG emissions intensity per generated electricity, mt CO <sub>2</sub> e/bn kWh	-	0.31	-	-	0.30	-	-	0.33	-
GHG emissions intensity per generated heat, mt CO <sub>2</sub> e/mn Gcal	-	0.95	-	-	0.99	-	-	0.993	-

GRI EU 1 Installed capacity of electricity generation broken down by primary energy sources

	2023	2024	2025
Hydropower plants, GW	15.2	15.2	15.2
Combined heat and power plants, GW	4.3	4.3	4.3
Solar power plants, MW	5.2	5.2	5.2

GRI EU2 Net energy output of the Power segment, GJ

	2023	2024	2025
Electricity	296,643,840	316,350,917	285,235,550
Heat	115,001,675	110,833,758	109,173,262

GRI EU2 Net energy output of the Power segment by source

		2023		2024		2025	
		Electricity, GWh	Heat, Gcal	Electricity, GWh	Heat, Gcal	Electricity, GWh	Heat, Gcal
Non-renewable	Coal	12,370	23,185	12,840	22,744	12,818	22,575
	Natural gas	1,406	4,269	1,458	3,718	1,365	3,490
	Petroleum products	16	27	14.0	25	17	26
	Nuclear power	-	-	-	-	-	-
Renewable	Biomass	-	5	-	4	-	1
	Solar power	6	-	6	-	6	-
	Wind power	-	-	-	-	-	-
	Geothermal	-	-	-	-	-	-
	Hydropower	68,602	-	73,558	-	65,026	-

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## GRI 302-1, 14.1.2, SASB EM-MM-130a.1, PBCS 12 Energy consumption, mn GJ

	2023	2024	2025
Total energy consumption	352.7	347.0	366.9

## GRI 302-1, 14.1.2, SASB EM-MM-130a.1, PBCS 11, 12 Energy consumption, GJ

	2023	2024	2025
<b>Energy consumption from non-renewable sources by fuel type</b>	<b>476,175,81</b>	<b>478,850,421</b>	<b>469,340,528</b>
• Natural gas	126,473,984	128,579,013	118,979,865
• Heavy oil	23,623,279	21,577,628	23,316,847
• Coal	318,484,246	320,764,381	318,202,913
• Petrol	165,271	161,775	149,237
• Kerosene	6,113	3,416	2,605
• Propane and butane	496,043	550,610	590,115
• Diesel fuel	6,218,333	6,114,668	7,448,351
• Coke	708,755	875,275	650,595
<b>Energy consumption from renewable sources by fuel type</b>	<b>1,983,684</b>	<b>1,883,108</b>	<b>1,280,965</b>
• Charcoal	1,135,481	1,029,661	736,334
• Waste wood	786,527	806,783	527,349
• Bark waste	61,676	46,664	17,282
<b>Energy sales</b>	<b>409,160,592.51</b>	<b>427,170,731.92</b>	<b>394,265,609.38</b>
• Electricity sales	296,515,078.51	316,360,001.92	285,202,810.30
• Heating sales	112,645,514.00	110,810,730.00	109,062,799.08
• Cooling sales	-	-	-
• Steam sales	-	-	-
<b>Consumption of energy purchased or obtained by any means other than self-generation from non-renewable and renewable fuels</b>	<b>255,632,013</b>	<b>266,255,741</b>	<b>259,622,331</b>
• Electricity consumption	251,336,702	262,015,020	251,336,702
• Heating consumption	4,405,910	4,263,785	4,405,910
<b>Energy losses during transportation</b>	<b>28,455,989</b>	<b>27,180,505</b>	<b>30,954,794</b>
• Electricity losses	15,230,520	14,277,600	12,525,091
• Heating losses	13,234,320	12,902,905	18,429,703

## PBCS 11, 12 Energy consumption, GJ

	2023	2024	2025
<b>Total energy consumption from renewable and low-carbon sources</b>	<b>253,453,792.9</b>	<b>264,068,707.9</b>	<b>256,603,602.5</b>
• From renewable sources	1,983,684	1,883,108	1,280,965
• From low-carbon sources	251,470,108.86	262,185,599.97	255,322,637.75
Percentage of energy from renewable sources in total energy consumption, %	0,6	0,5	0,3
Percentage of energy from low-carbon sources in total energy consumption, %	71,30	75,55	69,58

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## GRI 302-1, 14.1.2, SASB EM-MM-130a.1, PBCS 11, 12 Energy consumption within the Power segment in physical terms

	2023	2024	2025
Electricity consumption for own needs, GWh	3,250.8	3,344.4	3,227.7
Heating consumption for own needs, thousand Gcal	1,462.9	1,467.5	1,473.2
Natural gas, thousand m <sup>3</sup>	848,817	895,412	819,132
Petrol, tonnes	2,988.0	2,835.3	2,639
Kerosene, tonnes	7	3	5
Diesel fuel, tonnes	45,321.4	37,106.1	45,870
Heavy oil, tonnes	18,230.2	21,447.0	16,665.0
Liquefied propane and butane, hydrocarbon gases and their mixtures, tonnes	457.1	384.8	296.9
Coal, tonnes	13,440,398.3	13,972,527.0	13,694,993.2
Other types of fuel (bark waste)	3,524	2,667	988

GRI 302-3, 14.1.4 Energy intensity ratio per production<sup>6</sup>

	2023	2024	2025
Metals segment, GJ/t Al	107.6	103.5	111.3
Power segment, GJ/MWh	2.561	2.553	2.694

GRI 302-3, 14.1.4 Energy intensity ratios<sup>7</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Energy intensity ratio, MWh/t of reference fuel	-	11.5	-	-	11.7	-	-	11.0	-
Energy intensity ratio per tonne of aluminium, GJ/t	107,6	-	-	103,5	-	-	111,3	-	-
Energy intensity ratio per revenue, GJ/RUB mn	426	950	545	398	846	506	352	723	248
Energy intensity ratio per revenue, GJ/USD mn	36,301	80,977	46,443	36,851	78,324	46,863	29,448	60,481	20,727

## GRI 302-1, 14.1.2, SASB EM-MM-130a.1 Use of energy, %

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Percentage of non-renewable energy consumption			98.16			98.24			98.24
Percentage of renewable energy consumption			0.02			0.02			0.01
Percentage of supplied energy from			16.89			16.37			17.99

<sup>6</sup> Includes purchased electricity and heating.<sup>7</sup> The data for 2023 have been adjusted.

## ADDITIONAL ESG DATA

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
non-renewable sources									
Percentage of supplied energy from renewable sources			83.11			83.63			82.01

## SASB IF-EU-240a.1, SASB IF-EU-240a.2, IF-EU-240a.3, IF-EU-420a.2, IF-EU-550a.1, IF-EU-550a.2 Indicators

	2023	2024	2025
Average retail electric rate, RUB/kWh			
• Residential	1.08	1.14	1.26
• Commercial	3.47	3.77	3.77
• Industrial	3.28	3.48	4.41
Typical monthly electric bill, RUB			
• 500 kWh	616.85	650.37	817.33
• 1,000 kWh	1,229.24	1,296.13	1,629.97
Electric disconnections for non-payment			
• Number of residential customer electric disconnections for non-payment	73,577	65,506	62,218
• Percentage reconnected within 30 days, %	0.3	0.2	0.2
Percentage of electric load served by smart grid technology, %	51	57	61
Number of incidents of non-compliance with physical and/or cybersecurity standards and regulations	-	-	-
SAIDI	60.54	47.21	45.69
SAIFI	0.50	0.43	0.43
CAIDI	120.43	108.55	106.93

## GRI 302-4 Reduction of energy consumption, GJ

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Reduction of energy consumption	-	12,985,626.35	12,985,626.35	-	8,517,001	8,517,001	-	9,420,095	9,420,095

## GRI 201-2, 14.2.1, 14.2.2 Consolidated financial assessment of the climate-related risks impact on En+ operations

Probabilistic financial loss from the realisation of physical climate-related risks in the short term	up to USD 9.1 million per year
Probabilistic financial loss from the realisation of transition climate-related risks in the short term	up to USD 10 million per year
Actual financial loss from the realisation of physical climate-related risks in 2025	USD 0 million

## ADDITIONAL ESG DATA

## Environment protection

PBCS 10, 17 Total environmental protection costs, mn<sup>8</sup>

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
PCB <sup>9</sup> management	0.9	0.0	5.5	0.1	3.3	-
Other environmental protection costs	102.3	1.2	195.5	2.1	413.9	4.9
Waste management	3,461.0	40.6	1,937.5	20.9	2 627.3	31.4
Environmental equipment maintenance	366.6	4.3	380.2	4.1	568.6	6.8
Land rehabilitation	400.7	4.7	41.1	0.4	22.6	0.3
Water protection	426.2	5.0	102.5	1.1	162.7	1.9
Atmospheric air protection and climate change prevention	9,939.8	116.6	14,387.6	155.4	20 478.9	244.9
Conservation of biodiversity and protection of natural areas	383.6	4.5	240.7	2.6	41.2	0.5
<b>Total</b>	<b>15,081.1</b>	<b>176.9</b>	<b>17,290.6</b>	<b>186.7</b>	<b>24,318.4</b>	<b>290.8</b>
<b>Power segment</b>						
PCB management	-	-	-	-	-	-
Other environmental protection costs	36.5	0.4	36.5	0.4	66.4	0.8
Waste management	64.4	0.8	78	0.8	105.0	1.3
Land rehabilitation	54.5	0.6	102	1.1	121.1	1.4
Water protection	833.3	9.8	687.1	7.42	757.1	9.1
Atmospheric air protection and climate change prevention	416.7	4.9	387.3	4.2	603.1	7.2
Protection of the environment from noise, vibration and other types of physical impact	2.4	0.1	2.6	-	1.9	-
Conservation of biodiversity and protection of natural areas	3.8	0.04	15	0.2	8.8	0.1
Ensuring radiation safety of the environment	0.4	-	0.8	-	0.9	-
Research and development activities to reduce negative anthropogenic impacts on the environment	17.1	0.2	9.1	0.1	-	-
Capital investments aimed at environmental protection and rational use of natural resources, total, including:	1,039.6	12.2	994.1	10.7	1,473.1	17.6
Wastewater management	-	-	-	-	-	-
Atmospheric air protection and climate change prevention	752.8	8.8	554.8	6.0	-	-
Protection and rehabilitation of land, surface water and groundwater	278.5	3.3	269.7	2.9	140.8	1 683.4
Waste management	3	0.04	130.4	1.4	1.3	0.02
Noise and vibration abatement	-	-	-	-	-	-
Conservation of biodiversity and protection of natural areas	5.2	0.06	-	-	3.3	-
Other environmental protection measures	-	-	39.2	0.4	-	0.04
<b>Total</b>	<b>2,468.7</b>	<b>28.9</b>	<b>2,312.5</b>	<b>24.9</b>	<b>3,137.5</b>	<b>37,5</b>
<b>En+</b>						
PCB management	0.9	-	5.5	0.1	3.3	0.04
Other environmental protection costs	138.8	1.6	231.9	2.5	480.3	5.74
Waste management	3,528.4	41.3	2,145.9	23.1	2,733.6	32.61
Environmental equipment maintenance <sup>10</sup>	366.6	4.3	380.2	4.1	568.6	6.80

<sup>8</sup> The data for 2023 have been adjusted.<sup>9</sup> Polychlorinated biphenyls.<sup>10</sup> Maintenance of environmental equipment in the Power segment is accounted for by investment area.

## ADDITIONAL ESG DATA

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
Land rehabilitation	733.7	8.6	412.8	4.5	143.7	1.71
Water protection	1,259.5	14.8	789.6	8.5	1,060.6	12.68
Atmospheric air protection and climate change prevention	11,109.3	130.3	15,329.7	165.6	22,409.7	267.99
Protection of the environment from noise, vibration and other types of physical impact	2.4	0.03	2.6	-	1.9	0.02
Conservation of biodiversity and protection of natural areas	392.6	4.6	294.9	3.2	53.3	0.64
Ensuring radiation safety of the environment	0.4	-	0.8	-	0.9	0.01
Research and development activities to reduce negative anthropogenic impacts on the environment	17.1	0.2	9.1	0.1	3.3	0.04
<b>Total</b>	<b>17,549.7</b>	<b>205.9</b>	<b>19,603.1</b>	<b>211.8</b>	<b>27,455.9</b>	<b>328.3</b>

## GRI 2-27, SASB IF-EU-140a.2, PBCS 16 Non-compliance with environmental laws and regulations

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total number of significant instances of non-compliance with environmental laws and regulations	-	4	4	-	-	-	-	-	-
Total number of instances for which non-monetary sanctions were incurred	-	9	9	-	3	3	-	3	3
Total number of instances related to water use for which non-monetary sanctions were incurred	-	-	-	-	-	-	-	-	-
Total number of cases initiated to resolve disputes related to non-compliance with environmental laws and regulations	-	-	-	-	-	-	-	1	1

## PBCS 14, 15 Total payments for the negative environmental impact and non-compliance with environmental laws, mn

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Payments for the negative environmental impact	974.9	11.4	654.5	7.1	524.8	6.3
Payments for the excessive negative environmental impact within the established limits	-	-	-	-	364.8	4.4
Total fines paid for non-compliance with environmental laws	9.38	0.11	30.21	0.33	1.7	0.02
Payments to compensate for the environmental damage	-	-	-	-	75.3	0.9
<b>Power segment</b>						
Payments for the negative environmental impact	83.1	1.1	159.8	2.3	114.2	1.4
Payments for the excessive negative environmental impact within the established limits	-	-	-	-	297.9	3.6
Including for air emissions	-	-	-	-	269.0	3.2
For wastewater disposal	-	-	-	-	19.0	0.2
For waste disposal	-	-	-	-	10.0	0.1
Percentage of excessive impact payments in the total amount of payments for the negative environmental impact, %	-	-	-	-	72.3	-

## ADDITIONAL ESG DATA

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
Total fines paid for non-compliance with environmental laws	2.8	0.009	0.44	0.005	0.04	-
Payments to compensate for the environmental damage	-	-	-	-	6.25	0.07
<b>En+</b>						
Payments for the negative environmental impact	1 058.0	12.6	814.3	9.4	639.0	7.7
Payments for the excessive negative environmental impact within the established limits					662.7	8.0
Including for air emissions					269.0	3.2
For wastewater disposal					19.0	0.2
For waste disposal					10.0	0.1
Percentage of excessive impact payments in the total amount of payments for the negative environmental impact, %					50.9	-
Total fines paid for non-compliance with environmental laws	12.18	0.12	30.65	0.334	1.7	0.02
Payments to compensate for the environmental damage	-	-	-	-	81.6	0.97

## Air quality

GRI 305-7, 14.3.2, SASB EM-MM-120a.1, SASB IF-EU-120a.1, PBCS 7 Air emissions, kt<sup>11</sup>

Pollutant	2023	2024	2025
<b>Metals segment</b>			
Carbon monoxide (CO)	248.0	248.0	244.7
Particulate matter (PM) (excl. F solid, tarry substances, benzo(a)pyrene (B(a)P))	40.4	42.6	29.7
Sulphur dioxide (SO <sub>2</sub> )	42.3	43.9	42.4
Sum of nitric oxides as nitrogen dioxide (NO <sub>2</sub> )	22.9	20.7	23.7
Total fluoride (gaseous and solid fluoride)	5.2	4.7	4.2
Other emissions <sup>12</sup>	9.4	7.0	7.8
Volatile organic compounds (VOCs)	1.2	1.3	1.1
Benzo(a)pyrene	0.0033	0.0030	0.0026
<b>Total</b>	<b>371.7</b>	<b>368.2</b>	<b>353.5</b>
<b>Power segment</b>			
Carbon monoxide (CO)	6.9	7.07	6.77
Nitrogen oxides (NOx)	50.5	54.0	54.4
Sulphur oxides (SOx)	188.1	200.2	181.2
Persistent organic pollutants (POPs)	-	-	-
Volatile organic compounds (VOCs)	0.4	0.4	0.6
Particulate matter (PM) (excl. F solid, B(a)P, Pb, Hg)	74.9	78.2	74.8
Other standard categories of air emissions identified in relevant regulations <sup>13</sup>	6.0	7.2	0.04
<b>Total</b>	<b>319.9</b>	<b>340.0</b>	<b>317.8</b>
<b>En+</b>			
Carbon monoxide (CO)	253.9	255.1	251.5
Nitrogen oxides (NOx)	73.4	74.7	78.1
Sulphur oxides (SOx)	230.4	244.1	223.6
Persistent organic pollutants (POPs)	-	-	-
Volatile organic compounds (VOCs)	1.6	1.7	1.7
Total fluoride (gaseous and solid fluoride)	5.2	4.7	4.2
Particulate matter (PM) (excl. F solid, B(a)P, Pb, Hg)	115.3	120.8	104.5
Benzo(a)pyrene	0.0033	0.003	0.0026
Other categories of air emissions	9.5	7.1	7.84
<b>Total</b>	<b>689.3</b>	<b>708.2</b>	<b>671.4</b>

<sup>11</sup> For the Metals segment, the data for the Friguia Bauxite and Alumina Complex, that may be material for consolidated indicators, are excluded due to the lack of metering systems and relevant requirements in national legislation.

<sup>12</sup> This category includes all pollutants specified by Russian legislation, with the exception of CO and pollutants already presented in this table.

<sup>13</sup> This category includes all pollutants specified by Russian legislation, with the exception of CO and pollutants already presented in this table.

## ADDITIONAL ESG DATA

## SASB IF-EU-120a.1 Percentage of air emissions of the Power segment in or near areas of dense population, %

Pollutant	2023	2024	2025
Nitrogen oxides (NO <sub>x</sub> )	94.9	94.9	96.2
Sulphur oxides (SO <sub>x</sub> )	98.5	98.6	98.7
Particulate matter (PM)	89.4	86.5	93.0
Lead (Pb) <sup>14</sup>	-	-	95.0
Mercury (Hg) <sup>15</sup>	-	-	-
<b>Total</b>	<b>94</b>	<b>94</b>	<b>96</b>

## Intensity of pollutant emissions

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total air emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.09	3.75	-	0.09	3.76	-	0.09	3.88	-
Total air emissions per revenue, kt/USD mn	0.0259	0.0089	0.047	0.0305	0.088	0.048	0.0239	0.065	0.038
Total air emissions per revenue, kt/RUB mn	0.0004	0.0010	0.0006	0.0003	0.0010	0.0005	0.0003	0.0008	0.0005
Total air emissions per power generation at CHPs, kt/bn kWh	-	17.7	-	-	18.3	-	-	17.4	-
Total air emissions per power generation at HPPs, kt/bn kWh	-	0.0002	-	-	0.0002	-	-	0.0004	-
NO <sub>x</sub> emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.01	0.592	-	0.005	0.597	-	0.006	0.66	-
SO <sub>x</sub> emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh (for the Power segment)	0.01	2.21	-	0.01	2.21	-	0.011	2.21	-
Particulate matter emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh (for the Power segment)	0.01	0.88	-	0.01	0.87	-	0.008	0.91	-
VOCs emissions per unit of output (kt/kt Al for the Metals segment and kt/ bn kWh (for the Power segment)	0.0003	0.005	-	0.0003	0.004	-	0.0003	0.008	-

<sup>14</sup> Emissions are not typical of the Company's main production facilities.<sup>15</sup> Emissions are not typical of the Company's main production facilities.

## ADDITIONAL ESG DATA

## Water resources

GRI 303-3, 14.7.4, SASB EM-MM-140a.1, IF-EU-140a.1, PBCS 1 Water withdrawal,<sup>16</sup> mn m<sup>3</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Total water withdrawal, including:</b>	<b>163.5</b>	<b>871.8</b>	<b>1,035.3</b>	158.3	<b>903.7</b>	<b>1,062.0</b>	155.9	<b>842.2</b>	<b>998.1</b>
• Surface water	98.8	635.0	733.9	94.7	679.4	774.1	92.8	622.6	715.4
• Groundwater	14.4	33.4	47.8	14.0	34.9	48.9	13.3	32.8	46.1
• Public networks	12.8	203.4	216.2	12.6	189.3	201.8	17.6	186.9	204.5
• Seawater	22.6	-	22.6	23.0	-	23.1	23.1	-	23.1
• Other	14.8	-	14.8	13.9	-	13.9	9.0	-	9.0
<b>Freshwater withdrawal, including:</b>	<b>140.9</b>	<b>865.4</b>	<b>1,006.3</b>	<b>135.3</b>	<b>897.6</b>	<b>1,032.9</b>	<b>132.7</b>	<b>835.9</b>	<b>968.6</b>
• Surface water	98.8	635.0	733.8	96.4	679.4	775.8	92.8	622.6	715.4
• Groundwater	14.4	26.9	41.3	13.9	28.9	42.8	13.3	26.4	39.7
• Public networks	12.8	203.4	216.2	12.5	189.3	201.8	17.6	186.9	204.5
• Other	22.6	-	22.6	23.1	-	23.1	9.0	-	9.0
<b>Total water withdrawal from all areas with water stress</b>	<b>1.7</b>	-	<b>1.7</b>	<b>1.7</b>	-	<b>1.7</b>	<b>1.9</b>	-	<b>1.9</b>
• Surface water	1.6	-	1.6	1.6	-	1.6	1.9	-	1.9
• Groundwater	-	-	-	-	-	-	-	-	-
• Public networks	0.1	-	0.1	0.1	-	0.1	-	-	-
• Seawater	-	-	-	-	-	-	-	-	-
• Other	-	-	-	-	-	-	-	-	-
<b>Total freshwater withdrawal from all areas with water stress</b>	<b>1.7</b>	-	<b>1.7</b>	<b>1.7</b>	-	<b>1.7</b>	<b>1.2</b>	-	<b>1.2</b>
• Surface water	1.6	-	1.6	1.6	-	1.6	1.2	-	1.2
• Groundwater	-	-	-	-	-	-	-	-	-
• Public networks	0.1	-	0.1	0.1	-	0.1	-	-	-
• Seawater	-	-	-	-	-	-	-	-	-
• Other	-	-	-	-	-	-	-	-	-
Percentage of water withdrawal from all areas with water stress, %	1.0	-	0.2	1.1	-	0.2	1.2	-	0.2
Percentage of reused or recycled water, <sup>17</sup> %	91.9	49.0	77.4	87.4	50.7	64.3	85.5	51.9	64.7

GRI 303-5, 14.7.6, SASB IF-EU-140a.1, SASB EM-MM-140a.1, PBCS 2 Water consumption,<sup>18</sup> mn m<sup>3</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water consumption	91.6	619.0	710.6	90.0	637.1	727.2	97.8	603.0	700.8
Total water consumption in all	1.0	-	1.0	1.0	-	1.0	1.9	-	1.9

<sup>16</sup> Water withdrawal includes any quarry, mine, drainage, storm, and other water that is not used in the production process.<sup>17</sup> The data for 2023 have been adjusted.<sup>18</sup> Water for production needs. The changes in the Metals segment's water consumption are due to a change in the accounting approach: in 2023, only code '102' (production needs) was taken into account when calculating the indicator. For 2024-2025, codes '102' (production needs) and '101' (drinking and domestic) were taken into account when calculating the indicator. Water consumption of the Power segment for 2023-2025 was calculated as the sum of water use codes '102' (production needs) and '8' (other needs).

## ADDITIONAL ESG DATA

areas with water stress

Percentage of water consumption from all areas with water stress, %

1.0 - 1.0 1.8 - 0.2 1.9 - 0.3

GRI 303-4, 14.7.5, PBCS 4 Water discharge, mn m<sup>3</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water discharge <sup>19</sup>	41.6	613.7	655.3	43.0	621.9	664.9	43.0	587.8	630.8
• Surface water	41.6	594.8	636.4	-	603.7	-	43.0	566.4	609.4
• Groundwater	-	-	-	-	-	-	-	-	-
• Public networks	10.1	18.9	29.0	-	18.3	-	-	21.4	21.4
• Seawater	22.6	-	22.6	23.0	-	-	-	-	-
Freshwater discharge	41.6	545.9	587.5	19.9	621.9	641.9	43.0	587.6	630.6
Total water discharge in areas with water stress	27.40	-	27.40	27.30	-	27.30	27,17	-	27,17
Total fresh water discharge in areas with water stress	27.40	-	27.40	27.30	-	27.30	27,17	-	27,17
Total volume of wastewater discharged to surface water bodies by dissolved solids content									
• Polluted, %	86.54	1.3	6.88	87.50	1.4	7.1	39.1	1.4	1.4
• Treated, %	12.98	1.1	1.76	12.40	1.1	1.86	29.5	0.9	0.9
• Normally clean, %	0.48	94.4	91.3	0.07	94.6	89.9	31.4	94.2	97.7

## GRI 303-4 Specific indicators for water resources

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water withdrawal per unit of output, (mn m <sup>3</sup> /kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.04	10.2	-	0.04	10.0	-	0.04	10.27	-
Total water withdrawal per revenue, mn m <sup>3</sup> / RUB mn	-	0.003	0.0008	-	0.003	0.0008	-	0.0002	0.0007
Total water withdrawal per revenue, mn m <sup>3</sup> / USD mn	0.013	0.243	0.07	0.013	0.235	0.07	0.011	0.173	0.06
Total water withdrawal per power generation at CHPs, mt/bn kWh	-	33.93	-	-	33.89	-	-	32.32	-
Total water withdrawal per power generation at HPPs, mt/bn kWh	-	0.89	-	-	0.84	-	-	0.95	-
Total water discharge per unit of output, (mn m <sup>3</sup> /kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.011	7.2	-	0.011	6.9	-	0.047	7.17	-

<sup>19</sup> Water discharge excludes any quarry, mine, drainage, storm, and other water that is not used in the production process.

## ADDITIONAL ESG DATA

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total water discharge per revenue, mn m <sup>3</sup> /RUB mn	0.00004	0.002	0.0005	0.00004	0.0017	0.0005	0.0001	0.0014	0.0004
Total water discharge per revenue, mn m <sup>3</sup> /USD mn	0.004	0.17	0.045	0.004	0.16	0.045	0.012	0.12	0.036
Total water discharge per power generation at CHPs, mt/bn kWh	-	22.8	-	-	21.6	-	-	21.6	-
Total water discharge per power generation at HPPs, mt/bn kWh	-	0,893	-	-	0,843	-	-	0,949	-
Total water consumption per unit of output, (mn m <sup>3</sup> /kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0,024	7,265	-	0,024	7,048	-	0,025	7,354	-
Total water consumption per revenue, mn m <sup>3</sup> /RUB mn	0,00004	0.002	0.0006	0.00008	0.002	0.0005	0.0000	0.0001	0.00005
Total water consumption per revenue, mn m <sup>3</sup> /USD mn	0.003	0.173	0.049	0.007	0.165	0.05	0.0066	0.124	0.04
Total water consumption per power generation at CHPs, mt/bn kWh	-	26.72	-	-	26.04	-	-	25.13	-
Total water consumption per power generation at HPPs, mt/bn kWh	-	0.0005	-	-	0.0008	-	-	0.003	-

## ADDITIONAL ESG DATA

## Waste and tailings

## GRI 306-3, 14.5.4, EM-MM-150a.7, EM-MM-150a.8, PBCS 5 Waste generated

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Waste generated, mt<sup>20</sup></b>	<b>60.4</b>	<b>164.6</b>	<b>225.0</b>	<b>47.4</b>	<b>110.5</b>	<b>157.9</b>	<b>63.9</b>	<b>101.2</b>	<b>165.1</b>
<b>Hazardous waste generated, kt, including:</b>	<b>767.7</b>	<b>2.4</b>	<b>770.1</b>	<b>678.8</b>	<b>2.2</b>	<b>681</b>	<b>146.1</b>	<b>2.7</b>	<b>148.8</b>
• Class I	-	0.02	-	-	0.01	-	0.7	0.007	0.7
• Class II	-	0.04	-	-	0.04	-	1.8	0.04	1.84
• Class III	-	2.36	-	-	2.17	-	143.6	2.70	146.3
<b>Non-hazardous waste generated, mt, including:</b>	<b>13</b>	<b>164.6</b>	<b>177.6</b>	<b>11.5</b>	<b>110.5</b>	<b>122.0</b>	<b>63.7</b>	<b>101.2</b>	<b>164.9</b>
• Class IV	-	0.01	-	-	0.01	-	0.3	0.01	0.31
• Class V	-	164.6	-	-	110.5	-	63.4	101.2	164.6

## GRI 306-4, 306-5, 14.5.5, 14.5.6, PBCS 5 Total weight of hazardous waste generated by management method, kt

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Reused and recycled	745.2	0.1	745.3	668	0.19	668.2	113.0	0.08	113.08
Offsite disposal	2.4	1.9	4.3	1.9	1.8	3.7	2.3	2.6	4.9
Onsite landfilling	10.5	-	10.5	8.1	-	8.1	5.2	0.0	5.2
Onsite storage	10.8	1	11.8	8.0	0.2	8.2	5.1	0.0	5.1

SASB EM-MM-150a.4, PBCS 5 Total weight of non-mineral waste generated, mt<sup>21</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total weight of non-mineral waste generated	2	2.1	4.1	1.1	2.2	3.3	10.8	2.2	13.0

<sup>20</sup> The indicator includes hazardous and non-hazardous waste, overburden and rock, tailings and sludge.

<sup>21</sup> Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, tailings waste is presented in the form of data on red and nepheline sludge from alumina enterprises generated in the reporting period.

## ADDITIONAL ESG DATA

GRI 306-4, GRI 306-5, SASB EM-MM-150a.6, PBCS 6 Total weight of non-hazardous waste generated by management method,<sup>22,23</sup> mt

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Reused and recycled	3.6	148.0	151.6	2.7	94.7	97.4	2.4	83.5	85.9
Offsite disposal	0.2	0.3	0.5	0.2	0.4	0.6	2.5	0.5	3.0
Onsite landfilling	56.4	0.5	56.9	14.6	0.3	14.9	22.4	0.8	23.2
Onsite storage	32.0	17.0	49.0	29.5	15.8	45.3	36.6	12.8	49.4

## GRI 306-4, 306-5, 14.5.5, 14.5.6, SASB EM-MM-150a.1, EM-MM-150a.2, EM-MM-150a.5, PBCS 5, 6 Waste generation and management

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Tailings waste, <sup>24</sup> kt	11,792.9	6,131.4	17,924.3	10,406.2	6,051.3	16,457.5	10,754.7	6,667.6	17,422.3
Percentage of tailings waste recycled, <sup>25</sup> %	7.4	70.0	28.8	7.7	72.0	30.9	7.5	64.4	76.9
Amount of coal combustion residuals (CCR) generated, kt	-	2,092.7	2,092.7	-	2,196.8	2,196.8	-	2,185.7	2,185.7
Percentage of coal combustion residuals (CCR) recycled, %	-	57.0	57.0	-	68.0	68.0	-	60.0	60.0

## SASB IF-EU-150a.2 Total number of tailings storage facilities broken down by hazard potential classification and structural integrity assessment in the Power segment

	2023	2024	2025
<b>Total number of coal combustion residual (CCR) impoundments</b>	<b>16</b>	<b>15</b>	<b>15</b>
• High hazard potential	2	2	0
• Significant hazard potential	12	12	14
• Low hazard potential	2	1	1

<sup>22</sup> Hereinafter in the Additional ESG data appendix, the data for Bauxite Company of Guyana, Bauxite Company of Kindia (Guinea), and the Dian-Dian (Guinea) project that may be material for consolidated indicators of overburden and rock waste are excluded due to the lack of metering systems and relevant requirements in national legislation.

<sup>23</sup> The indicator includes overburden waste that may be used for rehabilitation of abandoned land or reprocessed to make new materials.

<sup>24</sup> Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, tailings waste is presented in the form of data on red and nepheline sludge from alumina enterprises generated in the reporting period.

<sup>25</sup> Used as a constructive and anti-filtration element of hydraulic structures in the Power segment. The data for 2023 have been adjusted.

## ADDITIONAL ESG DATA

## Specific waste indicators

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total generated waste/unit of output, (mt/kt Al for the Metals segment and kt/ bn kWh for the Power segment)	0.02	1.93	-	0.01	1.22	-	0.02	1.23	-
Total generated waste/revenue in USD mn	0.005	0.046	0.015	0.004	0.029	0.011	0.004	0.021	0.009
Total generated waste/revenue in RUB mn	0.00006	0.00054	0.0002	0.00004	0.00031	0.00011	0.0001	0.0002	0.0001
Total generated waste/power generation at CHPs, kt/bn kWh	-	0.122	-	-	0.127	-	-	0.126	-
Total generated waste/power generation at HPPs, kt/bn kWh	-	0.00007	-	-	0.00006	-	-	0.00009	-

## GRI 306-3, 306-4, 14.5.4, 14.5.5, 14.5.6, 306-5, SASB EM-MM-150a.8, SASB IF-EU-150a.1, PBCS 5, 6 Structure of En+ waste generation and management in 2025, mt

	2025				
	Hazardous	Non-hazardous	Total	%	
Generation		0.15	164.9	165.1	-
Utilisation		0.12	86.2	86.3	52.3
Disposal		0.01	75.1	75.1	45.5

## SASB EM-MM-150a.6, PBCS 5 Overburden, rock, tailings, and sludge generation and accumulation, mt

		2023			2024			2025		
		Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Generated	Overburden	46.7	148.7	195.4	35.3	90.9	126.2	51.9	81.5	133.4
	Rock	-	12.4	12.4	-	11.1	11.1	-	10.6	10.6
	Tailings	-	6.1	6.1	-	6.1	6.1	-	6.7	6.7
	Sludge	11.8	0.3	12.1	10.4	0.3	10.7	10.8	0.2	11.0
Accumulated	Overburden	542.9	1.1	544	856.9	1.1	858	29.1	-	29.1
	Rock	-	12.2	12.2	-	10.9	10.9	-	10.6	10.6
	Tailings	-	1.7	1.7	-	1.7	1.7	-	1.8	1.8
	Sludge	396.7	-	396.7	404.8	-	404.8	7.4	-	7.4

## SASB EM-MM-540a.1 Inventory table of hydraulic structures

Facility	Hydraulic structure class	Year of commissioning	Condition as of 2025
<b>Achinsk Alumina Refinery</b>			
Sludge disposal area, map 1	I	1969	Mothballed
Sludge disposal area, map 2	I	2004	Mothballed
Sludge disposal area, map 3	I	2017	In operation
<b>Bogoslovsk Aluminium Smelter</b>			
Sludge disposal area No.1	II	1953 1971 – expandable part	Filling has been suspended, the drainage system for returning seepage water is functioning
Sludge disposal area No.2, map 1	II	1982	In operation

## ADDITIONAL ESG DATA

Facility	Hydraulic structure class	Year of commissioning	Condition as of 2025
Sludge disposal area No.2, map 2	II	2015	In operation
Ash disposal area No.2	II	1972 2015 – second phase	In operation
<b>Boksitogorsk Alumina Refinery</b>			
Sludge disposal area №2	II	1968	Maintenance is in progress
<b>Bratsk Aluminium Smelter</b>			
Ash dump No.1	III	1983	In operation
Ash dump No.2	IV	1973	In operation
<b>Irkutsk Aluminium Smelter</b>			
Sludge collector No.1	IV	1971	Mothballed
Sludge collector No.2, map 1	III	1963	In operation
Sludge collector No.2, map 2	III	1977	In operation
Sludge collector No.2, map 3	III	1983	In operation
Sludge collector No.3, map 1	III	2011	In operation
Sludge collector No.3, map 2	III	2014	In operation
<b>Krasnoyarsk Aluminium Smelter</b>			
Sludge disposal area, map 1	III	1966	In operation
Sludge disposal area, map 3	IV	1998 – section 1 1994 – section 2	In operation
Sludge disposal area, map 5	III	2014 – section 1 2022 – section 2	In operation
<b>JSC Silicon</b>			
Sludge collector No.3	III	1989	In operation
<b>Novokuznetsk Aluminium Smelter</b>			
Sludge collector	III	1972	In operation
<b>Pikalevo Alumina Refinery</b>			
Sludge disposal area, map 4	II	1956	In operation
Sludge disposal area, map 5	II	1956	In operation
<b>Sayanogorsk Aluminium Smelter</b>			
Ash storage facility No.1	IV	1989	In operation
Ash storage facility No.2	IV	n/a	In operation
<b>Kamensk-Uralsky Alumina Refinery</b>			
Sludge disposal site No.1	III	1971	In operation as an emergency drain map
Sludge disposal site No.2, map 1	II	1964	Mothballed
Sludge disposal site No.2, map 2	II	1968	In operation
Sludge disposal site No.3, map 1	II	1983	In operation
Sludge disposal site No.3, map 2	II	1983	In operation
Sludge disposal site No.3, map 3	II	1983	Work is underway to build up
Sludge disposal site No.4	n/a <sup>26</sup>	2022	In operation
Ash dump No.2	IV	1975	In operation
<b>South Ural Cryolite Plant</b>			
Sludge disposal area No.1	I	1971	In operation
Sludge disposal area No.2	I	1987	In operation
<b>Yaroslavl Mining Company</b>			
Sludge disposal area No.3	III	1978	In operation
Sludge disposal area No.4	III	1994	In operation

<sup>26</sup> The hydraulic structure class will be determined after approval of the safety declaration.

## ADDITIONAL ESG DATA

Facility	Hydraulic structure class	Year of commissioning	Condition as of 2025
<b>Aughinish</b>			
Sludge disposal area	n/a	1983	In operation
<b>Eurallumina</b>			
Sludge disposal area	n/a	1973	Mothballed
<b>Friguia</b>			
Dam 1	II	1960	In operation
Dam 2	I	1960	In operation
Dam 3	I	1960	In operation
<b>Windalco</b>			
Sludge disposal area	n/a	1985	In operation

## Biodiversity

## Amount of land disturbed because of open-pit mining and rehabilitated, ha

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total amount of land disturbed because of open-pit mining but not yet rehabilitated as at 1 January of the reporting year	11,017	12,206	23,223	11,778	12,372	24,150	12,5191	12,591	24,652
Total amount of land disturbed because of open-pit mining	164	226	390	288	223	511	559	267	826
Total amount of rehabilitated land for which a permit for use has been obtained	290	60	350	98	76	175	87	61	148
Total amount of land disturbed because of open-pit mining but not yet rehabilitated as at 31 December of the reporting year	10,891	12,372	23,263	11,967	12,519	24,486	12,533	12,725	25,258

## ADDITIONAL ESG DATA

## Occupational health and safety

## GRI 403-9, GRI 403-10, SASB EM-MM-320a.1, SASB IF-EU-320a.1, SPBC 30 Key indicators (employees)

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of recordable work-related injuries	115	43	158	119	48	167	136	38	174
Number of work-related incidents	84	29	113	92	27	119	92	23	115
Number of fatalities as a result of work-related injuries	1	1	2	6	1	7	6	2	8
Number of high-consequence work-related injuries	11	5	16	18	2	20	4	0	4
Number of minor work-related injuries	72	23	95	68	24	92	82	21	103
Micro injuries that required medical treatment	-	-	-	27	21	48	44	15	59
Number of recorded near-miss incidents	-	-	-	-	-	-	-	14	-
Number of hazardous activities identified	-	-	-	-	-	-	18,344	3,114	21,458
Number of hazardous conditions identified	-	-	-	-	-	-	245,887	28,701	274,588
Total number of man-hours worked, mn	97.1	56.0	153.1	90.8	47.8	138.6	100.8	44.0	144.8
Number of days lost due to work-related injuries	6,107	2,199	8,306	6,528	-	-	6,693	-	-
Total number of employees disability days during the reporting period	-	-	-	-	210,072	-	-	115,676	-
Number of man-days of illness per employee for all reasons	-	-	-	-	5.94	-	-	3.2	-
Number of cases of occupational diseases <sup>27</sup>	142	113	255	163	65	228	112	57	169

GRI 403-9, SASB EM-MM-320a.1, IF-EU-320a.1 Key indicators (contractors)<sup>28</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of recordable work-related injuries	31	-	-	22	9	31	32	10	42
Number of work-related incidents	26	2	28	24	5	29	21	8	29
Number of fatalities as a result of work-related injuries	2	0	2	4	0	4	2	0	2
Number of high-consequence work-related injuries	9	1	10	3	2	5	4	4	8
Number of minor work-related injuries	-	-	17	17	3	20	15	4	19

<sup>27</sup> The occupational disease data contain only recorded cases for current employees and contractors. The statistics do not include cases of occupational diseases detected for the first time in the post-exposure period.

<sup>28</sup> The contractor injury data represents cases recorded in the Company.

ADDITIONAL ESG DATA

Micro injuries that required medical treatment	-	-	-	10	4	14	11	2	13
Number of recorded near-miss incidents	-	-	-	-	-	-	-	6	-
Total number of man-hours worked, mn	-	4.7	-	-	4.1	-	40,1	9.7	49,8

GRI 403-9, 403-10, SASB EM-MM-320a.1, IF-EU-320a.1, 2.13, SPBC 29 Injury rates

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total Recordable Incident Rate (TRIR) <sup>29</sup> (employees), per 200,000 hours/1,000,000 hours	0.24/1.2	0.15/0.77	0.21/1.05	0.26/1.3	0.20/1	0.24/1.18	0.27/1.35	0.17/0.86	0.24/1.20
Total Recordable Incident Rate (TRIR) (contractors), per 200,000 hours/1,000,000 hours	-	-	-	-	0.44/2.19	-	0.16/0.80	0.21/1.03	0.17/0.84
Lost Time Injury Frequency Rate (LTIFR) <sup>30</sup> (employees), per 200,000 hours/1,000,000 hours	0.18/0.9	0.1/0.52	0.15/0.76	0.18/0.91	0.11/0.56	0.17/0.84	0.18/0.91	0.10/0.52	0.16/0.79
Lost Time Injury Frequency Rate (LTIFR) (contractors), per 200,000 hours/1,000,000 hours	-	0.09/0.43	-	-	0.24/1.22	-	0.10/0.52	0.16/0.82	0.12/0.58
Rate of fatalities (employees), per 200,000 hours/1,000,000 hours	0.002/0.01	0.004/0.018	0.003/0.015	0.013/0.066	0.004/0.02	0.01/0.05	0.01/0.06	0.009/0.045	0.01/0.06
Rate of fatalities (contractors), per 200,000 hours/1,000,000 hours	-	-	-	-	-	-	0.01/0.05	0.00/0.00	0.01/0.04
Rate of high-consequence work-related injuries (employees), per 200,000 hours/1,000,000 hours	0.02/0.1	0.018/0.089	0.02/0.1	0.04/0.20	0.008/0.042	0.03/0.14	0.01/0.04	0.00/0.00	0.01/0.03
Rate of high-consequence work-related injuries (contractors), per 200,000 hours/1,000,000 hours	-	0.043/0.214	-	-	0.1/0.49	-	0.02/0.10	0.08/0.41	0.03/0.16

<sup>29</sup> Hereinafter in the Additional ESG data appendix, the TRIR indicator includes fatalities as a result of work-related injuries, work-related injuries causing temporary and permanent incapacity for work, and micro injuries requiring medical treatment and/or transfer to another job.

<sup>30</sup> Hereinafter in the Additional ESG data appendix, the LTIFR figure includes high-consequence and minor injuries causing temporary incapacity for work recorded by the Company over the given period.

## ADDITIONAL ESG DATA

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Work-related injury rate	-	-	-	-	0.76	-	-	0.64	-
Specific total injury rate (employees)	-	-	-	-	0.028	-	-	0.055	-
Lost Time Injury Severity Rate (LTISR, employees)	-	-	-	14.37	-	-	-	13.7	-
Near miss frequency rate (employees, NMFR) per 200 thousand hours/per 1 million hours	-	0.05	-	-	0.09/0.44	-	-	0.06/0.32	-
Near miss frequency rate (contractors, NMFR) per 200 thousand hours/per 1 million hours	-	0.25	-	-	0.15/0.73	-	-	0.12/0.62	-

## GRI 403-8 Employees covered by the occupational health and safety management system

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number and percentage of people covered by the occupational health and safety management system, people/%	57,100/ 100%	32,964/ 100%	90,064/ 100%	58,174/ 100%	35,312/ 100%	93,486/ 100%	59,228/100 %	34,675/100 %	93,903/100 %

## GRI 403-5 Health and safety training

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Average amount of health and safety training (employees), hours/person	27.5	40	32	14	44	26	9	37	21

## SPBC 27, SPBC 75 Health and safety expenditures

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Total health and safety expenses, RUB thsd	4,026,000	48,948	6,515,119	70,384	5,435,319	65,000
Share of OHS expenses in relation to revenue			-		-	
Health and safety expenses per employee, RUB thsd	70.5	0.9	115.2	1.25	93.8	1.12
Amount of fines for health and safety violations, RUB thsd	2,832	34.4	-		-	
<b>Power segment</b>						
Total health and safety expenses, RUB thsd	1,182,587	15,169	1,214,995	13,134	1,449,172	17,331
• Purchase of personal protective equipment, thsd	-		544,368	5,884	656,189	7,847



## ADDITIONAL ESG DATA

## Employees

GRI 2-7 Total headcount at the end of the year<sup>31</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Headcount at Russian and international facilities, people, including	57,100	32,964	90,064	58,174	35,312	93,486	59,228	36,103	95,331
Russia	49,702	32,956	82,658	51,013	35,303	86,316	51,662	36,094	87,756
Other countries	7,398	8	7,406	7,161	9	7,170	7,566	9	7,575
Percentage of full-time employees, %, including	98.7	99.3	98.9	98.6	98.9	98.7	98.6	99.2	98.8
Female	98.3	98.8	98.5	98.3	98.2	98.3	98.5	98.6	98.6
Male	98.9	99.6	99.1	98.7	99.3	98.9	98.6	99.6	98.9
Percentage of permanent employees, %, including	92.3	96.4	93.8	91.6	96	93.3	91.5	96.4	93.3
Female	90.1	94.5	92	89.9	94.8	92.1	90.7	95.2	92.8
Male	93.1	97.4	94.5	92.2	96.7	93.8	91.7	97.0	93.6
Percentage of temporary employees, %, including	7.7	3.6	6.2	8.4	4	6.7	8.5	3.6	6.7
Female	9.9	1.9	8.0	10.1	5.2	7.9	9.3	4.8	7.2
Male	6.9	1.7	5.1	7.8	3.3	6.2	8.3	3.0	6.4

## PBCS 21 Average headcount, people

	2025		
	Metals segment	Power segment	En+
Average headcount, people	57,961	34,675	92,636

## GRI 2-7, 405-1, PBCS 25 Gender diversity of employees, %

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Workforce gender diversity</b>									
Female, including	25.2	34.1	28.4	25.5	35.5	29.3	25.3	35.9	29.3
under 30 years old	9.8	11.3	10.4	10.2	11.4	10.7	10.5	11.7	11.1
30–50 years old	62.6	62.8	62.7	61.3	64.4	62.7	60.0	60.9	60.4
over 50 years old	27.6	25.9	26.9	28.5	24.2	26.6	29.6	27.4	28.6
Male, including	74.8	65.9	71.6	74.5	64.5	70.7	74.7	64.1	70.7
under 30 years old	14.1	13.9	14.0	14.2	14.7	14.4	14.2	14.7	14.4
30–50 years old	63.1	57.5	61.2	62.2	58.7	61.0	61.3	54.5	59.0
over 50 years old	22.8	28.6	24.8	23.6	26.6	24.6	24.5	30.9	26.6
<b>Gender diversity of senior management</b>									
Female, including	18.9	29.7	22.3	18.3	31.7	22.5	18.4	35.0	24.2
under 30 years old	-	5.3	2.2	-	1.9	0.8	0.0	0.7	0.4
30–50 years old	67.4	69.5	68.3	56.7	73.8	64.3	55.7	72.9	64.4
over 50 years old	32.6	25.3	29.5	43.3	24.3	34.9	44.3	26.4	35.2
Male, including	81.1	70.3	77.7	81.7	68.3	77.5	81.6	65.0	75.8
under 30 years old	1.1	0.4	0.9	-	0.4	0.1	0.2	0.7	0.3

<sup>31</sup> The total number of employees at the end of the year does not include external part-time employees. The data were collected using the HR data collection system.

ADDITIONAL ESG DATA

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
30–50 years old	55.7	63.1	57.8	56.3	64.5	58.6	54.4	66.0	57.9
over 50 years old	43.2	36.4	41.3	43.7	35.1	41.3	45.5	33.2	41.8
<b>Gender diversity of middle-level management</b>									
Female, including	22.2	25.5	23.8	23.9	27.0	25.4	24.0	29.4	26.6
under 30 years old	10.6	4.1	3.2	3.0	3.7	3.4	2.9	4.7	3.9
30–50 years old	66.2	66.6	66.4	66.8	71.9	69.4	63.9	66.1	65.1
over 50 years old	23.2	29.3	30.3	30.2	24.4	27.2	33.2	29.2	31.1
Male, including	77.8	74.5	76.2	76.1	73.0	74.6	76.0	70.6	73.4
under 30 years old	2.4	4.0	3.1	2.3	4.1	3.2	2.4	4.3	3.3
30–50 years old	66.9	67.4	67.2	66.1	68.2	67.1	64.8	63.8	64.3
over 50 years old	30.7	28.6	29.7	31.6	27.7	29.7	32.7	31.9	32.3
<b>Gender diversity of specialists</b>									
Female, including	55.2	58.8	57.0	56.5	59.1	57.9	57.1	59.0	58.1
under 30 years old	13.2	12.5	12.8	13.8	12.5	13.1	14.1	13.2	13.6
30–50 years old	67.7	68.8	68.3	66.8	68.5	67.8	65.9	65.8	65.9
over 50 years old	19.1	18.7	18.9	19.4	19.0	19.2	20.0	21.0	20.6
Male, including	44.8	41.2	43.0	43.5	40.9	42.1	42.9	41.0	41.9
under 30 years old	10.7	14.0	12.3	12.3	16.2	14.3	12.8	16.2	14.6
30–50 years old	65.3	63.6	64.5	63.6	63.0	63.3	61.1	59.4	60.2
over 50 years old	24.0	22.4	23.2	24.1	20.8	22.4	26.0	24.4	25.2
<b>Gender diversity of blue-collar employees</b>									
Female, including	20.1	25.4	21.7	20.0	26.9	22.2	19.5	26.5	21.8
under 30 years old	9.0	11.7	10.0	9.3	12.2	10.4	9.7	12.3	10.7
30–50 years old	59.5	56.0	58.2	57.7	58.4	58.0	56.2	54.1	55.4
over 50 years old	31.5	32.3	31.8	32.9	29.4	31.6	34.1	33.6	33.9
Male, including	79.9	74.6	78.3	80.0	73.1	77.8	80.5	73.5	78.2
under 30 years old	15.8	16.1	15.9	15.9	16.8	16.2	15.9	16.8	16.1
30–50 years old	62.6	53.9	60.0	61.7	55.4	59.8	61.1	51.0	58.0
over 50 years old	21.6	30.0	24.1	22.4	27.8	24.0	23.1	32.3	25.8

GRI 405-1, 14.21.5, PBCS 25 Employees by age, %

	2023	2024	2025
under 30 years old	13.0	13.3	13.4
30–50 years old	62.0	61.5	59.4
over 50 years old	25.0	25.2	27.2

PBCS 39, 40, 41 Number of employees with children, people

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of employees with three or more children	2,854	1,947	4,801	2,893	1,999	4,892	3,221	1,913	5,134
Average number of children under the age of six per employee, %	-	0	-	-	0	-	-	18,244	-
Average number of children under 6 per employee, %	0.24	-	-	0.22	-	-	0.20	-	-
Percentage of parents having three or more	-	5.89	-	-	6.04	-	5.4	5.2	5.4

## ADDITIONAL ESG DATA

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children in the total  
number of employees, %

## ADDITIONAL ESG DATA

## GRI 401-1 New employee hires, people

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total, including	6,429	6,761	13,190	9,569	8,578	18,147	9,643	8,709	18,352
Russia	5,848	6,761	12,609	9,010	8,576	17,586	8,771	8,709	17,480
Other countries	581	-	581	559	2	561	872	-	872

## GRI 401-1 New employee hires, %

	2023			2024			2025		
	<b>By gender</b>								
Male			32.7			33.9			23.4
Female			67.3			66.1			76.6
<b>By age</b>									
Under 30 years old			37.3			35.8			38.1
30–50 years old			50.5			51.4			49.0
Over 50 years old			12.2			12.8			13.0

## GRI 2-30, SASB EM-MM-310a.1, PBCS 33 Employees covered by collective bargaining agreements, %

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employees covered by collective bargaining agreements, including	85.5	83.6	84.8	84.4	77.2	81.7	82.5	76.2	80.1
Russia	87.7	83.6	86.1	85.9	77.2	82.3	83.6	76.2	80.5
Other countries	70.8	-	70.7	74	-	74	75.4	-	75.3

## GRI 401-1, PBCS 34 Employee turnover, %

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employee turnover	11.3	15.4	12.8	14.7	20.4	16.8	14.2	16.7	15.1
<b>Female</b>									
under 30 years old	23.4	43.5	32.9	27.5	54.2	40.5	26.1	45.8	35.8
30–50 years old	9.7	16.3	12.6	11.0	19.7	15.1	11.2	16.3	13.6
over 50 years old	11.1	13.3	12.0	12.3	18.4	14.9	11.8	17.6	14.4
<b>Male</b>									
under 30 years old	21.5	31.9	25.0	29.1	40.0	33.0	32.3	34.1	32.9
30–50 years old	8.6	11.6	9.5	12.5	14.9	13.3	11.3	12.2	11.6
over 50 years old	12.1	9.5	11.1	13.8	15.4	14.9	12.7	9.9	11.6

## GRI 401-1 Employee turnover by region, %

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Russia	11.7	15.4	13.2	15.0	20.4	17.2	15.5	16.7	16.0
Other countries	8.2	-	8.2	12.0	11.1	12	5.1	-	5.1

## ADDITIONAL ESG DATA

GRI 202-2 Proportion of senior management hired from the local community in Russia and other countries<sup>32</sup>, %

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Russia	99.8	100.0	98.2	90.3	100.0	93.4	99.8	81.8	92.5
Other countries	60.7	100.0	60.7	55.3	-	55.3	67.7	100.0	68.0

## GRI 404-1, 14.21.4, PBCS 32 Total hours of training, hours

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Average hours of training per employee per year	-	-	38.0	54.3	43.1	49.9	50.5	35.06	44.63
<b>By gender</b>									
Female	29.0	18.0	43.6	33.4	20.5	59.4	27.6	17.5	53.6
Male	41.0	49.0	23.8	61.5	55.6	26.8	58.2	44.9	22.9
<b>By employee category</b>									
Senior management	53.0	98.0	66.8	77.8	94.3	83.0	84.7	82.3	83.9
Middle-level management	51.0	88.0	68.9	59.2	92.4	75.3	102.7	74.0	88.7
Specialists	40.0	30.0	34.6	28.9	34.3	32.4	24.7	25.2	25.0
Blue-collar employees	34.0	30.0	34.1	58.2	30.4	49.2	49.0	30.1	43.0

## Number of trained employees by gender and category, 2025

	Metals segment		Power segment		En+	
	<b>By gender</b>					
Female	3,323		5,377		8,700	
Male	16,955		15,237		32,192	
<b>By employee category</b>						
Senior management	452		443		895	
Middle-level management	3,096		4,143		7,239	
Specialists	2,302		6,598		8,900	
Blue-collar employees	14,428		9,430		23,858	

## Programmes and projects aimed at children and youth, Power segment, 2025

Number of participants in the company's career guidance events and programmes for children and youth	11,886
Number of participants in additional education programmes and projects for children and youth supported by the company	116
Number of practice-oriented educational programmes developed jointly with higher education organisations	13

## PBCS 31 Training costs, thsd

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Employee training costs	530,417	6,221.90	543,683	5,873.20	493,540	7,316.04

<sup>32</sup> The geographical definition of "local" includes a country. Senior management includes the president, vice-presidents, directors of enterprises and production units and other functions, as well as their deputies.

## ADDITIONAL ESG DATA

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
Training costs per employee	9.3	0.11	9.35	0.10	8.52	712
<b>Power segment</b>						
Employee training costs	730,353	8,567.20	450,776	4,869.57	469,762	5,617.8
Training costs per employee	22.3	0.3	12.8	0.14	13.0	0.16
<b>En+</b>						
Employee training costs	1,260,770	14,789.09	994,459	10,742.78	963,302	11,519
Training costs per employee	14	0.16	10.64	0.11	10.10	0.14

## ADDITIONAL ESG DATA

GRI 202-1, 14.17.2 Standard entry level wage for employees and established minimum wage in the Company's regions of operations<sup>33</sup>

Region	2023				2024				2025			
	Standard entry level wage		Established minimum wage in the region		Standard entry level wage		Established minimum wage in the region		Standard entry level wage		Established minimum wage in the region	
	RUB	USD	RUB	USD	RUB	USD	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>												
Russia	23,785	279	16,242	191	23,833	257	19,242	208	27,619	330	22,440	268
Republic of Armenia	53,963	626	22,318	262	54,537	589	24,514	265	55,133	659	22,485	269
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-
Jamaica	32,742	384	30,956	363	38,263	413	38,263	413	38,460	460	36,283	434
Guinea	6,705	79	5,504	65	7,238	78	5,942	64	6,490	78	5,328	64
Guyana	47,656	560	24,396	286	51,683	558	26,457	286	46,714	558	23,913	286
Nigeria	8,504	42	3,977	47	4,579	49	4,380	47	5,418	65	3,858	46
<b>Power segment</b>												
Russia	18,000	211	16,242	191	44,108	477	19,242	208	28,800	372	27,093	324
Volgograd Region	22,880	269	17,519	206	27,260	294	19,242	208	29,986	387	22,440	290
Moscow	38,736	456	29,389	345	64,192	694	29,389	318	32,916	425	32,916	425
St. Petersburg	46,260	543	25,000	294	69,181	748	25,000	270	76,099	982	28,750	371
Trans-Baikal Territory	24,363	286	24,363	286	33,807	365	29,825	322	33,660	435	33,660	435
Irkutsk Region	22,801	268	16,242	191	42,858	463	31,749	343	29,038	375	35,904	464
Krasnodar Territory	18,000	211	17,054	200	29,379	318	20,204	218	23,562	304	23,562	304
Krasnoyarsk Territory	25,987	305	25,987	305	49,359	533	30,787	333	28,800	372	35,904	464
Moscow Region	28,736	337	19,000	223	37,578	406	21,000	227	34,483	445	24,500	316
Nizhny Novgorod Region	24,593	289	16,242	191	34,422	372	19,242	208	30,968	400	22,440	290
Republic of Karelia	39,680	466	29,236	343	45,613	493	34,636	374	47,984	619	40,392	521
Republic of Tyva	30,860	362	30,860	362	38,253	413	36,560	395	42,636	550	42,636	550
Republic of Khakassia	25,987	305	25,987	305	30,787	333	30,787	333	35,904	464	35,904	464
Yaroslavl Region	59,880	703	16,242	191	63,790	689	19,242	208	70,169	906	23,000	297
Primorsky Territory	47,123	553	25,987	305	49,022	530	28,863	312	39,998	516	33,660	435
Sakhalin Region	29,279	344	29,279	344	68,967	745	40,408	437	57,471	742	47,124	608
Other countries												
Armenia	25,049	294	20,000	235	22,437	242	17,714	191	25,359	327	19,096	247

<sup>33</sup> Calculated on the basis of the average exchange rate of USD to RUB 85.25 for 2023, RUB 92.57 for 2024, RUB 83.62 for 2025.

## ADDITIONAL ESG DATA

GRI 405-2, 14.21.6, PBCS 26 Ratio of basic salary and remuneration of men to women<sup>34</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Average salary	1.29	0.95	-	1.77	1.21	1.28	1.21	1.24	-
Senior management	1.32	1.32	-	1.53	0.92	1.44	1.22	1.91	-
Middle-level management	1.09	1.06	-	1.05	1.10	1.12	1.07	1.17	-
Specialists	1.44	1.19	-	1.17	1.23	1.37	1.32	1.37	-
Blue-collar employees	1.41	1.34	-	1.38	1.24	1.45	1.35	1.38	-

GRI 405-2, 14.21.6, PBCS 26 Average salary<sup>35</sup>

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Average salary	-	-	121,250	1,310	128,962	1,542
Female	-	-	102,353	1,106	111,386	1,332
Male	-	-	127,734	1,380	134,906	1,613
<b>Power segment</b>						
Average salary	84,705	993	90,948	983	115,332	1,379
Female	87,590	1,027	80,064	865	99,681	1,192
Male	83,246	976	96,949	1,047	124,091	1,484
Average salary of senior management, including	-	-	407,519	4,405	655,940	7,844
Female	339,775	3,670	429,822	3,906	411,702	4,923
Male	448,507	4,845	397,189	4,293	787,172	9,414
Average salary of middle-level management, including	-	-	157,878	1,706	192,081	2,297
Female	130,509	1,410	146,675	1,585	171,299	2,049
Male	138,349	1,495	162,019	1,751	200,745	2,401
Average salary of specialists, including	-	-	96,241	1,040	125,973	1,506
Female	79,815	862	87,868	950	109,198	1,306
Male	95,017	1,026	108,345	1,171	150,090	1,795
Average salary of blue-collar employees, including	-	-	62,022	670	82,581	988
Female	47,490	513	52,739	570	64,438	771
Male	63,641	687	65,441	707	89,136	1,066
<b>En+</b>						
Average salary	-	-	109,804	1,186	125,683	1,503
Female	-	-	92,147	995	106,126	1,269
Male	-	-	117,129	1,265	131,192	1,569

<sup>34</sup> Calculated as the average salary of men/the average salary of women.<sup>35</sup> Calculated on the basis of the average exchange rate of USD to RUB 85.25 for 2023, RUB 92.57 for 2024, RUB 83.62 for 2025.

## ADDITIONAL ESG DATA

## PBCS 26 Average salary established in Russian regions and countries of presence, Metals segment, 2025

Region	RUB	USD
Russia	129,186	1,545
Republic of Armenia	108,394	1,296
Ukraine	-	-
Jamaica	122,810	1,469
Guinea	65,022	778
Guyana	131,756	1,576
Nigeria	22,818	273

PBCS 23, 24 Employee diversity<sup>36</sup>

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
<b>Number of disabled employees</b>	397	516	913	445	535	980	482	582	1,064
<b>Percentage of disabled employees, %</b>	0.69	1.56	1.01	0.76	1.62	1.05	0.81	1.61	1.12
Number of working pensioners, people	8,837	3,715	12,552	6,305	3,681	10,166	5,830	3,726	9,556
Percentage of working pensioners, %	3.1	11.3	6.0	10	11.1	10	10	0.11 <sup>37</sup>	10
Number of employees who received the status of "disabled" during the performance of their employment functions	-	-	-	-	31	-	-	23	-
Percentage of employees who received the status of "disabled" during the performance of their employment functions, %	-	-	-	-	0.1	-	-	0,1	-
Number of employees classified as veterans in accordance with the Federal Law On Veterans <sup>38</sup>	-	-	-	-	-	-	377	251	628
Percentage of employees classified as veterans in accordance with the Federal Law On Veterans, <sup>39</sup> %	-	-	-	-	-	-	0.65	0.7	0.66
Number of representatives of indigenous minorities of Russia	-	-	-	-	-	-	-	-	-
Percentage of representatives of	-	-	-	-	-	-	-	-	-

<sup>36</sup> To enforce the Federal Law On Social Protection of Disabled Persons in the Russian Federation in terms of the required number of people with disabilities employed in quota jobs, the Metals segment recently decided to enter into agreements with local branches of the All-Russian Society of the Disabled People in the regions where the Metals segment operates. This allows enterprises to meet the quota through the agreements rather than by directly employing people with disabilities as full-time employees.

<sup>37</sup> Starting in 2025, the indicator is calculated based on the average number of employees.

<sup>38</sup> The category of veterans includes: veterans of the Great Patriotic War; veterans of combat operations in the USSR, Russian Federation and other countries; military service veterans.

<sup>39</sup> The category of veterans includes: veterans of the Great Patriotic War; veterans of combat operations in the USSR, Russian Federation and other countries; military service veterans.

## ADDITIONAL ESG DATA

indigenous minorities  
of Russia, %

## GRI 401-3 Parental leave

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total number of employees that were entitled to parental leave	6,539	1,592	8,131	5,795	1,914	7,709	5,652	2,346	7,998
Female	1,634	960	2,594	1,318	789	2,107	1,451	1,571	3,002
Male	4,905	632	5,537	4,477	1,125	5,602	4,201	775	4,976
Total number of employees that took parental leave	352	487	839	559	587	1,146	903	595	1,498
Female	309	467	776	305	513	818	370	214	584
Male	43	20	63	254	74	328	533	381	914
Total number of employees that returned to work in the reporting period after parental leave ended	270	219	489	486	244	730	792	400	1,192
Female	237	210	447	265	209	474	298	185	483
Male	33	9	42	221	35	256	494	215	709
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	222	121	343	207	133	340	399	185	584
Female	213	118	331	189	120	309	205	51	256
Male	9	3	12	18	13	31	194	134	328
Retention rate of employees that took parental leave, %	83.6	44	57.9	77	61	70	82	76	80

## GRI 401-2 Social security for full-time employees

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Life insurance	-	33	-	-	29	-	-	36	-
Medical care	-	54	-	-	48	-	-	48	-
Health resort treatment and recreation	-	7	-	-	10	-	-	9	-
Parental leave	-	3	-	-	1	-	-	1	-
Pension programmes	-	5	-	-	5	-	-	5	-
Financial assistance of all types	-	57	-	-	55	-	-	57	-
One-time incentive payments for employees' anniversaries (from age 50 onwards)	-	5	-	-	6	-	-	6	-
Compensation of 50% of the cost of fitness club membership	-	1	-	-	1	-	-	1	-
Provision of daily food subsidies	-	71	-	-	101	-	-	88	-

## ADDITIONAL ESG DATA

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Compensation of 80% of the cost of a children's trip to the children's health camp "Town of the Sun"	-	2	-	-	1	-	-	1	-
Preferential mortgage programme	-	1	-	-	1	-	-	1	-

## PBCS 22, 28, 36, 74, 76, 84, 88 Costs of social programmes for staff, mn

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Organisation and holding of social and fitness events for employees and their families	8,006.8	86.5	8,726.5	94.3	495.5	5.9
Organisation and holding of medical events for employees and their families	-	-	1,544	16.7	1,129.0	13.5
Family and parenthood support programmes	1,273.5	13.8	-	-	283.5	3.4
Financial assistance programmes for employees of the organisation who find themselves in a difficult life situation	-	-	278.8	3.0	393.3	4.7
Housing programmes	245.4	2.7	134.5	1.5	1,084.6	13
Corporate programmes of non-state pension coverage and/or long-term savings	144.3	1.6	91.3	1.0	107.4	1.3
Costs to reintegrate (provide vocational rehabilitation to) disabled employees	-	-	-	-	-	-
Other	83.8	0.9	-	-	-	-
<b>Total</b>	<b>10,003.7</b>	<b>108.1</b>	<b>11,196.4</b>	<b>121.0</b>	<b>6,575.7</b>	<b>78.6</b>
<b>Power segment</b>						
Organisation and holding of social and fitness events for employees and their families	-	-	181.5	2.0	2,769	33.1
Organisation and holding of medical events for employees and their families	-	-	430.0	4.6	845.3	10.1
Family and parenthood support programmes	-	-	29.7	0.3	44.7	0.5
Financial assistance programmes for employees of the organisation who find themselves in a difficult life situation	-	-	210.7	2.3	238.4	2.9
Housing programmes	-	-	87.9	0.9	113.8	1.4
Corporate programs of non-state pension coverage and/or long-term savings	-	-	311.0	3.4	-	-
Costs to reintegrate (provide vocational rehabilitation to) disabled employees	-	-	1.8	0,02	1.2	0.01
Other	-	-	1,237.1	13.4	1,198.9	14.3
<b>Total</b>	<b>2 180.3</b>	<b>23.57</b>	<b>2,487.8</b>	<b>26.9</b>	<b>5,211.3</b>	<b>62.3</b>
<b>En+</b>						
Organisation and holding of social and fitness events for employees and their families	-	-	8,908.0	96.2	3,264.5	39.0
Organisation and holding of medical events for employees and their families	-	-	1,974.0	21.3	5,056.7	60.5
Family and parenthood support programmes	-	-	29.7	0.3	328.2	3.9
Financial assistance programmes for employees of the organisation who find themselves in a difficult life situation	-	-	489.5	5.3	631.7	7.6
Housing programmes	-	-	222.3	2.4	1,198.4	14.3
Corporate programmes of non-state pension coverage and/or long-term savings	-	-	311.0	4.4	107.4	1.3
Costs to reintegrate (provide vocational rehabilitation to) disabled employees	-	-	-	-	1.2	0.01

## ADDITIONAL ESG DATA

Other	-	-	-	-	1,198.9	14.3
<b>Total</b>	<b>12 184</b>	<b>131,7</b>	<b>13,684.2</b>	<b>147.9</b>	<b>11,787</b>	<b>141</b>

## GRI 2-27 Substantial fines

	2023	2024	2025
Total number of cases of non-financial sanctions	-	-	-
Total number of cases involving dispute resolution mechanisms	-	-	-

## Number of employees belonging to associations, people

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of employees who are members of Youth Councils	-	874	-	-	489	-	-	595	-
Number of employees on the Work Councils	-	383	-	-	379	-	-	399	-
Number of employees who are members of Women's Councils	-	195	-	-	189	-	-	189	-

## Contribution to local communities

## GRI 203-1, PBCS 10, 35, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86 Social investments to regions of operations, mn

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
<b>Metals segment</b>						
Volunteering	71.2	0.8	24.6	0.3	18.9	0.2
Social assistance and support	174.9	2.1	926.2	1.0	151.1	1.8
• including support for veterans	-	-	-	-	-	-
Sports projects	738.2	8.7	1,616.0	17.5	712.2	8.5
• including to support grassroots sports	-	-	-	-	-	-
Healthcare	411.4	4.8	282.6	3.1	149.13	1.8
Culture	11.0	0.1	190.5	2.1	170.5	2.0
Ecology and animal welfare	146.6	1.7	104.5	1.1	100.1	1.2
Educational projects	1,645.3	19.3	1,751.2	18.9	5,341.7	63.9
Social infrastructure and the urban environment	1,138.0	13.3	614.5	6.6	724.5	8.7
Development of NPOs and local communities	392.0	4.6	1,462.4	15.8	500.2	6.0
Other	-	-	-	-	-	-
<b>Total</b>	<b>4,728.6</b>	<b>55.5</b>	<b>6,138.5</b>	<b>66.3</b>	<b>7,868.4</b>	<b>94.1</b>
<b>Power segment</b>						
Volunteering	5.0	0.1	21.7	0.2	0.2	0.002
Social assistance and support	40.6	0.5	86.4	0.9	182.7	2.2
• including support for veterans	-	-	0.2	-	4.1	0.05
Sports projects	43.4	0.5	181.5	2.0	2,769.0	33.1
• including to support grassroots sports	-	-	41.7	0.5	34.7	0.4
Healthcare	7.9	0.1	1.1	-	0.9	0.01
Culture	27.8	0.3	144.1	1.6	12.4	0.2
• including the development of infrastructure in the field of culture, art and folk art	-	-	-	-	-	-
• including the organisation's expenses for initiatives and projects aimed at the	-	-	-	-	-	-

## ADDITIONAL ESG DATA

	2023		2024		2025	
	RUB	USD	RUB	USD	RUB	USD
formation of traditional Russian spiritual, moral, cultural and historical values						
Ecology and animal welfare	57.4	0.7	66.8	0.7	74.3	0.9
Educational projects	311.2	3.7	184.0	2.0	2,693.2	32.2
• including to support general education organisations	-	-	92.0	1.0	87.6	1.1
• including to support organisations implementing secondary vocational education programmes	-	-	14.0	0.2	51.6	0.6
• including career guidance programmes and activities for children and youth	-	-	18.8	0.2	22.8	0.3
• including those aimed at supporting additional education for children and youth	-	-	8.7	0.1	4.6	0.06
• including those aimed at supporting higher education organisations	-	-	25.3	0.3	21.2	0.3
Social infrastructure and the urban environment	25.3	0.3	162.4	1.8	63.3	0.8
• including the organisation's expenses for improving the housing conditions of representatives of local communities	-	-	-	-	-	-
• including the organisation's expenses for improving the quality of roads	-	-	0.2	-	-	-
Development of NPOs and local communities	4.7	0.1	36.4	0.4	94.8	1.1
Other	4.7	0.1	8.6	0.1	2.3	0.03
<b>Total</b>	<b>528.0</b>	<b>6.1</b>	<b>893.1</b>	<b>9.6</b>	<b>5,893</b>	<b>70.5</b>
	<b>En+</b>					
Volunteering	77.1	0.9	46.3	0.5	19.1	0.2
Social assistance and support	217.6	2.6	178.6	1.9	333.8	4.0
Sports projects	790.2	9.3	1,797.5	19.4	3,481.2	41.6
Healthcare	424.1	5.0	283.8	3.1	150.03	1.8
Culture	39.0	0.5	334.6	3.6	182.9	2.2
Ecology and animal welfare	205.8	2.4	171.3	1.9	174.4	2.1
Educational projects	1,975.8	23.2	1,935.2	20.9	8,034.94	96.1
Social infrastructure and the urban environment	1,176.7	13.8	776.8	8.4	787.8	9.4
Development of NPOs and local communities	401.3	4.7	1,498.8	16.2	595	7.1
Other	4.7	0.1	8.6	0.1	2.3	0.03
<b>Total</b>	<b>5,312.1</b>	<b>62.3</b>	<b>7,031.5</b>	<b>76.0</b>	<b>13,761.4</b>	<b>164.6</b>

## PBCS 37 Corporate volunteering

	Power segment	Metals segment	En+
Number of employees participating in corporate volunteering projects, people	1,335	4,000	5,335
Percentage of employees participating in corporate volunteering projects, %	3.7	6.75	5.6
Number of volunteering events organised and/or supported by the company	116	600	716
Number of public spaces improved through the company's funding	6	-	6
Area of public spaces improved through the company's funding, m <sup>2</sup>	2,433.1	-	2,433.1

## ADDITIONAL ESG DATA

## Corporate governance

## Board of Directors

	2023	2024	2025
Number of the Board meetings	11	11	8
Number of members of the Board	12	12	12
Number of meetings of the audit and risk committee	6	7	7

## GRI 2-9, 405-1, PBCS 48, 49 Diversity of the Board of Directors of EN+ GROUP IPJSC, %

	2023	2024	2025
Independence:			
Independent	67	67	67
Non-independent	33	33	33
Gender:			
Female	33	33	33
Male	67	67	67
Age:			
35-45	17	17	8
46-55	17	17	25
56-65	42	42	33
65+	24	24	33
Tenure:			
1-3 years	75	25	25
4-9 years	25	50	75
10+ years	-	25	0

## GRI 2-9, 405-1, PBCS 48, 49 Composition and diversity of committees as at 31 December 2025, %

	Audit and Risk Committee	Compliance Committee	Corporate Governance Committee	Health, Safety, and Environment Committee	Nominations Committee	Remuneration Committee
Executiveness:						
Executive	0	0	0	0	0	0
Non-executive	100	100	100	100	100	100
Independence:						
Independent	100	60	60	80	100	60
Non-independent	0	40	40	20	0	40
Tenure:						
1-3 years	25	20	60	0	25	0
4-9 years	75	80	40	100	75	100
10+ years	0	0	0	0	0	0
Gender:						
Male	100	40	60	60	50	80
Female	0	60	40	40	50	20

## Auditor's remuneration for audit and non-audit services

		Audit services	Non-audit services	Total fees to the audit firm	
2023	Metals segment	USD mn	4.1	1.1	5.2
		%	78	22	100
	Power segment	USD mn	0.5	0.2	0.7
		%	65	35	100

## ADDITIONAL ESG DATA

	En+	USD mn	4.6	1.3	5.9
		%	78	22	100
2024	Metals segment	USD mn	2.6	1.2	3.8
		%	68	32	100
	Power segment	USD mn	0.3	0.2	0.5
		%	60	40	100
	En+	USD mn	2.9	1.4	4.3
		%	67	33	100
2025	Metals segment	USD mn	3.3	1.4	4.7
		%	70	30	100
	Power segment	USD mn	0.4	0.2	0.6
		%	67	33	100
	En+	USD mn	3.7	1.6	5.3
		%	70	30	100

## Compliance with the recommendations and principles of the Bank of Russia's Corporate Governance Code

	2023	2024	2025
Fully complied with	56	57	59
Partially complied with	18	17	16
Not complied with	4	4	4
Not applicable	1	1	0

## Remuneration of key executives, USD mn

	2023	2024	2025
Total remuneration of key executives, including the CEO	11.7	6.7	12.5
Base salary	6.0	4.7	6.5
Bonuses	5.7	2.0	6.0
Total remuneration of the Board of Directors, excluding social insurance contributions	10.0	10.8	11

## PBCS 58, 59, 60 Lawsuits and fines, USD mn

	2025
Amount of asserted claims under lawsuits involving the issuer	0
Amount of satisfied claims under lawsuits involving the issuer as a defendant	0
Amount of fines imposed on the organisation and its officials for violation of corporate and/or securities laws	0

## ADDITIONAL ESG DATA

## Corporate ethics and compliance

## GRI 2-25, 2-26 Employee reports received via the Signal hotline, quantity

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Employee reports received via the Signal hotline	273	101	374	328	76	404	260	101	361

## GRI 2-25, 2-26 Categories of relevant messages to the Signal hotline, %

	2023	2024	2025
Labour relations	47	51	46
Relations with counterparties	21	19	21
HSE issues	9	10	9
Asset protection	8	11	9
Conflict of interest	-	3	1
Other	14	6	12

## GRI 205-3, 206-1, 410-1 Ethics and anti-corruption metrics

	2023	2024	2025
Corruption court cases	-	1	0
Violations of the Code of Corporate Ethics by members of the Board of Directors	-	-	0
Appeals regarding conflicts related to business ethics	-	4	17
Percentage of En+ Group's security staff briefed on the Policy on Human Rights, %	-	100	100
Lawsuits for obstruction of competition or violation of antitrust laws	-	-	0
Cases of terminating contracts with business partners following the identification of corruption violations	-	-	0
Meetings of the Ethics Committee held	-	484	499
Conflicts of interest resolved	-	36	512

## ADDITIONAL ESG DATA

## Supply chain management

## GRI 2-6 Number of suppliers

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Number of suppliers	12,015	-	-	15,074	-	-	13,518	12,502	26,020

## GRI 204-1, PBCS 65, 66 Total volume of goods, work, and services purchased from local suppliers and small and medium-sized businesses

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Total purchases	3,874	1,997	5,841	3,380	3,267 <sup>40</sup>	6,647	4,024	5,200	9,224
Percentage of purchases from local suppliers, %	68	50	62	62	99	80	62	99	86
Percentage of purchases from Russian suppliers, %	-	-	-	48	99	73	59	99	75
Percentage of purchases from small and medium-sized suppliers, %	-	40	-	47	7	27	17	8	12

## Digital transformation

## SOCB 92, 94 Digitalisation and information security expenses in Power segment, 2025

Expenses of the organisation to finance projects to develop and implement Russian IT solutions, including data storage and processing solutions, aimed at import substitution, including those implemented by start-ups, RUB thsd	846,000
Information security expenses of the company, RUB thsd	17,000

## Responsible business practices

## PBCS 91 Innovation management

	2023			2024			2025		
	Metals segment	Power segment	En+	Metals segment	Power segment	En+	Metals segment	Power segment	En+
Investment in R&D, USD mn	21.4	1.1	22.5	21.6	3.3	24.8	34.6	-	34.6
Investment in R&D, RUB mn	1,824.0	90.0	1,914.0	1,996.0	304.0	2,300	2,900	-	2,900
Total economic effect of business system projects and proposals, USD mn	76.4	9.8	86.2	122.4	6.1	128.5	93	17	110.5
Total economic effect of business system projects and proposals, RUB mn	6,500	843	7,343	11,329	566	11,894	7,794	1,442	9,236
Number of registered patents								11	

<sup>40</sup> Data for Metals segment were recalculated.

## ADDITIONAL ESG DATA

**GRI content index**

En+ prepared the Report according to the GRI Standards for the period from 1 January 2025 to 31 December 2025.

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
<b>GRI 1 Foundation</b>			
<b>GRI 2 General disclosures</b>			
<b>1. THE ORGANIZATION AND ITS REPORTING PRACTICES</b>			
Organizational details	GRI 2-1	-	About the Report, p. 5 Our presence and scale, p. 14 Information for shareholders and investors, p. 174 Limitation of liability, p. 303
Entities included in the organization's sustainability reporting	GRI 2-2	-	About the Report, p. 5 Limitation of liability, p. 303
Reporting period, frequency and contact point	GRI 2-3	-	About the Report, p. 4
Restatements of information	GRI 2-4	-	About the Report, p. 5
External assurance	GRI 2-5	-	About the Report, p. 4 Corporate governance, p. 168 Independent practitioner's assurance report, p. 294
<b>2. ACTIVITIES AND WORKERS</b>			
Activities, value chain and other business relationships	GRI 2-6	-	Supply chain management, p. 193, 195 Appendix 'Additional ESG data', p. 4, 46
Employees	GRI 2-7	-	Employees, p. 139 Appendix 'Additional ESG data', p. 31
Workers who are not employees	GRI 2-8	-	Employees, p. 140 The number of non-employees, changes in this indicator and calculation methods were not collected
<b>3. GOVERNANCE</b>			
Governance structure and composition	GRI 2-9	-	Corporate governance, p. 157, 160 Appendix 'Additional ESG data', p. 43
Nomination and selection of the highest governance body	GRI 2-10	-	Corporate governance, p. 165
Chair of the highest governance body	GRI 2-11	-	Corporate governance, p. 159
Role of the highest governance body in overseeing the management of impacts	GRI 2-12	-	Sustainability management, p. 70 Corporate governance, p. 159 Internal control and risk management, p. 179
Delegation of responsibility for managing impacts	GRI 2-13	-	Sustainability management, p. 70 Stakeholder engagement, p. 83 Climate change and energy management, p. 85 Environment protection, p. 100 Occupational health and safety, p. 115 Employees, p. 129

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
			Contribution to local communities, p. 143 Corporate governance, p. 157 Internal control and risk management, p. 179 Corporate ethics and compliance, p. 186 Supply chain management, p. 193 Responsible business practices, p. 199, 205
Role of the highest governance body in sustainability reporting	GRI 2-14	-	About the Report, p. 4 Sustainability management approach, p. 70 Materiality assessment, p. 81 Appendix 'Additional ESG data', p. 3
Conflicts of interest	GRI 2-15	-	Corporate governance, p. 156, 159, 169 Corporate ethics and compliance, p. 187
Communication of critical concerns	GRI 2-16	-	Corporate governance, p. 166 Internal control and risk management, p. 179
Collective knowledge of the highest governance body	GRI 2-17	-	Corporate governance, p. 166
Evaluation of the performance of the highest governance body	GRI 2-18	-	Corporate governance, p. 165
Remuneration policies	GRI 2-19	-	Corporate governance, p. 171
Process to determine remuneration	GRI 2-20	-	Corporate governance, p. 169, 171
Annual total compensation ratio	GRI 2-21	-	The data cannot be disclosed as the annual total compensation ratio is confidential
<b>4. STRATEGY, POLICIES AND PRACTICES</b>			
Statement on sustainable development strategy	GRI 2-22	-	Statement from the Chairman of the Board of Directors, p. 18 Statement from the CEO, p. 20
Policy commitments	GRI 2-23	-	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 75 Climate change and energy management, p. 85 Environment protection, p. 99 Occupational health and safety, p. 115 Employees, p. 128, 135 Contribution to local communities, p. 142 Corporate governance, p. 155 Internal control and risk management, p. 178 Corporate ethics and compliance, p. 186, 189 Responsible business practices, p. 196, 203
Embedding policy commitments	GRI 2-24	-	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 75 Climate change and energy management, p. 85 Environment protection, p. 99 Occupational health and safety, p. 115 Employees, p. 128, 135 Contribution to local communities, p. 142

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
			Corporate governance, p. 155 Internal control and risk management, p. 178 Corporate ethics and compliance, p. 186, 188 Supply chain management, p. 194 Responsible business practices, p. 196, 203
Processes to remediate negative impacts	GRI 2-25	-	Sustainability management approach, p. 72 Materiality assessment, p. 81 Stakeholder engagement, p. 83 Climate change and energy management, p. 86 Environment protection, p. 101 Occupational health and safety, p. 120 Internal control and risk management, p. 180 Corporate ethics and compliance, p. 188, 191 Appendix 'Additional ESG data', p. 2, 45
Mechanisms for seeking advice and raising concerns	GRI 2-26	-	Stakeholder engagement, p. 83 Corporate ethics and compliance, p. 188, 191
Compliance with laws and regulations	GRI 2-27	-	Environment protection, p. 110 Employees, p. 128 Corporate governance, p. 156 Appendix 'Additional ESG data', p. 16, 40
Membership associations	GRI 2-28	-	Cooperation and partnerships, p. 78
<b>5. STAKEHOLDER ENGAGEMENT</b>			
Approach to stakeholder engagement	GRI 2-29	-	Stakeholder engagement, p. 85 Contribution to local communities, p. 144
Collective bargaining agreements	GRI 2-30	-	Employees, p. 136 Appendix 'Additional ESG data', p. 33
<b>GRI 3 MATERIAL TOPICS</b>			
Process to determine material topics	GRI 3-1	-	Materiality assessment, p. 83 Appendix 'Additional ESG data', p. 2, 3
List of material topics	GRI 3-2	-	Materiality assessment, p. 83 Appendix 'Additional ESG data', p. 4
Management of material topics	GRI 3-3	-	Stakeholder engagement, p. 83 Climate change and energy management, p. 84 Environment protection, p. 99 Occupational health and safety, p. 115 Employees, p. 128 Contribution to local communities, p. 142 Corporate governance, p. 155 Supply chain management, p. 193 Responsible business practices, p. 196 Appendix 'Additional ESG data', p. 4
<b>MATERIAL TOPIC: CLIMATE CHANGE</b>			
Management of material topics	GRI 3-3	-	Climate change and energy management, p. 84
Transition plan for climate change mitigation	GRI 102-1		Climate change and energy management, p. 85

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
Climate change adaptation plan	GRI 102-2		Climate change and energy management, p. 90
Just transition	GRI 102-3		Not disclosed
GHG emissions reduction targets and progress	GRI 102-4		Climate change and energy management, p. 94
Scope 1 GHG emissions	GRI 102-5		Climate change and energy management, p. 94
Scope 2 GHG emissions	GRI 102-6		Climate change and energy management, p. 94
Scope 3 GHG emissions	GRI 102-7		Climate change and energy management, p. 94
GHG emissions intensity	GRI 102-8		Climate change and energy management, p. 95
GHG removals in the value chain	GRI 102-9		Not disclosed
Carbon credits	GRI 102-10		Climate change and energy management, p. 96
Direct (Scope 1) GHG emissions	GRI 305-1	14.1.5	Climate change and energy management, p. 94 Appendix 'Additional ESG data', p. 11
Energy indirect (Scope 2) GHG emissions	GRI 305-2	14.1.6	Climate change and energy management, p. 94 Appendix 'Additional ESG data', p. 11
Other indirect (Scope 3) GHG emissions	GRI 305-3	14.1.7	Climate change and energy management, p. 94 Appendix 'Additional ESG data', p. 11
GHG emissions intensity	GRI 305-4	14.1.8	Climate change and energy management, p. 95 Appendix 'Additional ESG data', p. 11 Indirect energy emissions of Scope 3 include emissions from fuels and raw materials purchased by the Company
Reduction of GHG emissions	GRI 305-5	14.1.9	Climate change and energy management, p. 86 Appendix 'Additional ESG data', p. 10
<b>MATERIAL TOPIC: ENERGY MANAGEMENT</b>			
Management of material topics	GRI 3-3	-	Climate change and energy management, p. 94
Energy policies and commitments	GRI 103-1		Climate change and energy management, p. 96
Energy consumption and self-generation within the organization	GRI 103-2		Climate change and energy management, p. 97
Upstream and downstream energy consumption	GRI 103-3		Not disclosed
Energy intensity	GRI 103-4		Climate change and energy management, p. 97
Reduction in energy consumption	GRI 103-5		Climate change and energy management, p. 96
Energy consumption within the organization	GRI 302-1	14.1.2	Climate change and energy management, p. 97

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
			Appendix 'Additional ESG data', p. 14
Energy consumption outside of the organization	GRI 302-2	14.1.3	Energy consumption outside of the Company is insignificant
Energy intensity	GRI 302-3	14.1.4	Climate change and energy management, p. 96 Appendix 'Additional ESG data', p. 14
Reduction of energy consumption	GRI 302-4	-	Climate change and energy management, p. 96 Appendix 'Additional ESG data', p. 15
<b>MATERIAL TOPIC: JUST ENERGY TRANSITION AND LOW-CARBON PRODUCTS</b>			
Management of material topics	GRI 3-3	-	Climate change and energy management, p. 88
<b>MATERIAL TOPIC: WATER AND WASTEWATER MANAGEMENT</b>			
Management of material topics	GRI 3-3	-	Environment protection, p. 102
Interactions with water as a shared resource	GRI 303-1	14.7.2	Environment protection, p. 102
Management of water discharge-related impacts	GRI 303-2	14.7.3	Environment protection, p. 102 The water withdrawal and wastewater discharges are carried out by the Company's enterprises in accordance with project design solutions and established legal requirements. Interaction with water bodies is regulated taking into account their properties and the chemical composition of discharges affecting water bodies
Water withdrawal	GRI 303-3	14.7.4	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
Water discharge	GRI 303-4	14.7.5	Environment protection, p. 111 Appendix 'Additional ESG data', p. 21
Water consumption	GRI 303-5	14.7.6	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
<b>MATERIAL TOPIC: SAFE WASTE MANAGEMENT</b>			
Management of material topics	GRI 3-3	-	Environment protection, p. 103
Waste generation and significant waste-related impacts	GRI 306-1	14.5.2	Environment protection, p. 103
Management of significant waste-related impacts	GRI 306-2	14.5.3	Environment protection, p. 103
Waste generated	GRI 306-3	14.5.4; 14.15.2	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
Waste diverted from disposal	GRI 306-4	14.5.5	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
Waste directed to disposal	GRI 306-5	14.5.6	Environment protection, p. 112 Appendix 'Additional ESG data', p. 25
<b>MATERIAL TOPIC: BIODIVERSITY</b>			
Management of material topics	GRI 3-3	-	Environment protection, p. 104

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
Policies to halt and reverse biodiversity loss	GRI 101-1	14.4.2	Environment protection, p. 104
Management of biodiversity impacts	GRI 101-2	14.4.3	Environment protection, p. 104 <i>The Company's biodiversity conservation actions not only have a positive impact on ecosystems, but also have beneficial effects for stakeholders: for example, the support for community fishery inspectors helps preserve aquatic biological resources and prevent violations of public order</i>
Access and benefit-sharing	GRI 101-3		<i>Not applicable in Russia</i>
Identification of biodiversity impacts	GRI 101-4	14.4.4	Environment protection, p. 105
Locations with biodiversity impacts	GRI 101-5	14.4.5	Environment protection, p. 105 <i>The list of assets with biodiversity impacts and their geographical locations are given in the Appendix 'Disclosure of the TNFD requirements in the Report', p. 74</i> <i>Pribaikalsky National Park located 43 km away from the Angara HPP cascade is an area of biodiversity importance.</i> <i>Enterprises for which corporate biodiversity conservation programmes have been/are being developed produce electricity, aluminium and bauxites.</i> <i>The products and services in the supply chain with the most significant impacts on biodiversity are not identified.</i>
Direct drivers of biodiversity loss	GRI 101-6	14.4.6	Environment protection, p. 105 <i>The information on air emissions of enterprises for which corporate biodiversity conservation programmes are being developed is given in the Environment Protection section, p. 105</i>
Changes to the state of biodiversity	GRI 101-7	14.4.7	Environment protection, p. 105 <i>Partially disclosed (for the impact area of the Angara HPP cascade)</i>
Ecosystem services	GRI 101-8	14.4.8	<i>Ecosystem services have been assessed by the Metals segment. The results are not disclosed for confidentiality reasons</i>
<b>MATERIAL TOPIC: AIR QUALITY</b>			
Management of material topics	GRI 3-3	-	Environment protection, p. 101
Emissions of ozone-depleting substances (ODS)	GRI 305-6		There are no emissions of ODS
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GRI 305-7	14.3.2	Environment protection, p. 110 Appendix 'Additional ESG data', p. 18
<b>MATERIAL TOPIC: ENVIRONMENTAL COMPLIANCE AND THE BEST AVAILABLE TECHNOLOGIES (BAT)</b>			
Management of material topics	GRI 3-3	-	Environment protection, p. 16
<b>MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY</b>			
Management of material topics	GRI 3-3	-	Occupational health and safety, p. 115, 122, 125

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
Occupational health and safety management system	GRI 403-1	14.16.2	Occupational health and safety, p. 115, 117, 125
Hazard identification, risk assessment, and incident investigation	GRI 403-2	14.16.3	Occupational health and safety, p. 115, 117, 118, 122, 125
Occupational health services	GRI 403-3	14.16.4	Occupational health and safety, p. 120
Worker participation, consultation, and communication on occupational health and safety	GRI 403-4	14.16.5	Occupational health and safety, p. 115, 119, 122
Worker training on occupational health and safety	GRI 403-5	14.16.6	Occupational health and safety, p. 117, 121 Appendix 'Additional ESG data', p. 30
Promotion of worker health	GRI 403-6	14.16.7	Occupational health and safety, p. 120 Employees, p. 132
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-7	14.16.8	Occupational health and safety, p. 117, 122
Workers covered by an occupational health and safety management system	GRI 403-8	14.16.9	Occupational health and safety, p. 115 Appendix 'Additional ESG data', p. 29
Work-related injuries	GRI 403-9	14.16.10	Occupational health and safety, p. 122, 125 Appendix 'Additional ESG data', p. 27
Work-related ill health	GRI 403-10	14.16.11	Occupational health and safety, p. 120, 126 Appendix 'Additional ESG data', p. 27
<b>MATERIAL TOPIC: EMPLOYEES MANAGEMENT AND ENGAGEMENT</b>			
Management of material topics	GRI 3-3	-	Employees, p. 128
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 202-1	14.17.2	Appendix 'Additional ESG data', p. 36
Proportion of senior management hired from the local community	GRI 202-2	14.21.2	Employees, p. 139 Appendix 'Additional ESG data', p. 34 Significant locations of En+ operations are the regions where production facilities and key personnel of its enterprises are located
New employee hires and employee turnover	GRI 401-1	14.17.3	Employees, p. 140 Appendix 'Additional ESG data', p. 33
Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	14.17.4	Employees, p. 131, 134 Appendix 'Additional ESG data', p. 39
Parental leave	GRI 401-3	14.17.5; 14.21.3	Appendix 'Additional ESG data', p. 39
Minimum notice periods regarding operational changes	GRI 402-1	14.8.2; 14.17.6	For Group companies located in the Russian Federation: "the minimum period shall be two months pursuant to the current Labour Code of the Russian Federation, federal laws and other regulatory legal acts containing labour law norms, agreements and employment contracts, according to part 2 of Art. 74 of the Labour Code of the Russian Federation"

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
Average hours of training per year per employee	GRI 404-1	14.17.7; 14.21.4	Employees, p. 135 Appendix 'Additional ESG data', p. 34
Programs for upgrading employee skills and transition assistance programs	GRI 404-2	14.8.3; 14.17.8	Employees, p. 136
Percentage of employees receiving regular performance and career development reviews	GRI 404-3	-	Employees, p. 131
Diversity of governance bodies and employees	GRI 405-1	14.21.5	Corporate governance, p. 163 Appendix 'Additional ESG data', p. 31, 32, 43
Ratio of basic salary and remuneration of women to men	GRI 405-2	14.21.6	Employees, p. 140 Appendix 'Additional ESG data', p. 37
<b>MATERIAL TOPIC: HUMAN RIGHTS</b>			
Management of material topics	GRI 3-3	-	Employees, p. 128 Contribution to local communities, p. 142 Supply chain management, p. 193
Incidents of discrimination and corrective actions taken	GRI 406-1	14.21.7	Employees, p. 135
Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI 407-1	14.20.2	Employees, p. 134 Supply chain management, p. 194
Operations and suppliers at significant risk for incidents of child labor	GRI 408-1	14.18.2	Employees, p. 135 Supply chain management, p. 194
Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI 409-1	14.19.2	Employees, p. 135 Supply chain management, p. 194
Security personnel trained in human rights policies or procedures	GRI 410-1	-	Employees, p. 135 Corporate ethics and compliance, p. 190 Training requirements do not apply to third party organisations providing security employees
Incidents of violations involving rights of indigenous peoples	GRI 411-1	14.11.2	Contribution to local communities, p. 142 In 2025, the Company did not record any conflicts related to lands or objects that present historical or cultural value for indigenous communities
<b>MATERIAL TOPIC: LOCAL COMMUNITY ENGAGEMENT</b>			
Management of material topics	GRI 3-3	-	Contribution to local communities, p. 142
Ratios of standard entry level wage by gender compared to local minimum wage	GRI 203-1	14.9.3	Contribution to local communities, p. 144 Appendix 'Additional ESG data', p. 41
Proportion of senior management hired from the local community	GRI 203-2	14.9.2	Contribution to local communities, p. 145 Supply chain management, p. 195 Appendix 'Additional ESG data', p. 4
Operations with local community engagement, impact assessments, and development programs	GRI 413-1	14.10.2	Occupational health and safety, p. 122 Employees, p. 134 Contribution to local communities, p. 142

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
Operations with significant actual and potential negative impacts on local communities	GRI 413-2	14.10.3	Contribution to local communities, p. 152
<b>MATERIAL TOPIC: GOVERNANCE</b>			
Management of material topics	GRI 3-3	-	Corporate governance, p. 155
<b>MATERIAL TOPIC: SUSTAINABLE SUPPLY CHAIN</b>			
Management of material topics	GRI 3-3	-	Supply chain management, p. 193
Proportion of spending on local suppliers	GRI 204-1	14.9.5	Supply chain management, p. 195 Appendix 'Additional ESG data', p. 46
New suppliers that were screened using environmental criteria	GRI 308-1	-	Supply chain management, p. 193 Qualitative information on requirements for new and existing suppliers has been disclosed
Negative environmental impacts in the supply chain and actions taken	GRI 308-2	-	Supply chain management, p. 194
New suppliers that were screened using social criteria	GRI 414-1	14.17.9	Supply chain management, p. 194 Qualitative information on requirements for new and existing suppliers has been disclosed
Negative social impacts in the supply chain and actions taken	GRI 414-2	14.17.10	Supply chain management, p. 194
Requirements for product and service information and labeling	GRI 417-1	-	Finished products manufactured by the Company's enterprises are automatically labelled in accordance with legal requirements. The label contains information about the trademark and name of the manufacturer, the grade of aluminium or alloy, the heat number, and other information
Incidents of non-compliance concerning product and service information and labeling	GRI 417-2	-	In 2025, the Company complied with the relevant legislation in terms of product labelling, no significant labelling violations were identified
<b>MATERIAL TOPIC: BUSINESS ETHICS</b>			
Management of material topics	GRI 3-3	-	Corporate ethics and compliance, p. 187
Operations assessed for risks related to corruption	GRI 205-1	14.22.2	Corporate ethics and compliance, p. 189 The Company does not disclose the total number and percentage of operations assessed for risks related to corruption. Significant risks related to corruption were not identified during the risk assessment.
Communication and training about anti-corruption policies and procedures	GRI 205-2	14.22.3	Information on the total number and percentage of employees who have been informed about the Company's anti-corruption policies and procedures, as well as information on the total number and percentage of employees who have received

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
			the relevant training has been excluded due to existing reporting processes
Confirmed incidents of corruption and actions taken	GRI 205-3	14.22.4	Corporate ethics and compliance, p. 190
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	-	Corporate ethics and compliance, p. 190
Approach to tax	GRI 207-1	14.23.4	<p>En+ is a responsible and reliable taxpayer. The basis for the preparation of accounting policies for tax purposes in subsidiaries and affiliates is the general accounting principles, which are reviewed annually by En+. En+ also has a policy describing its approach to taxation.</p> <p>Most of our tax expenses are related to income tax. The methodology for calculating income tax expense is set out on Consolidated Financial Statements for the year ended 31 December 2025.</p> <p>En+ is a tax resident of the Russian Federation. It is also registered as a resident of the SAR (Special Administrative Region) of Russia, which, subject to certain conditions, provides a number of tax benefits.</p> <p>En+ is a tax resident of the Russian Federation. It is also registered as a resident of the SAR (Special Administrative Region) of Russia, which, subject to certain conditions, provides a number of tax benefits.</p> <p>The tax rate for the parent company and subsidiaries registered in Russia is 22%. In addition, subsidiaries are registered in 10 other countries where the tax rate varies from 0% to 30%.</p> <p>En+ regularly publishes tax information using <a href="#">various types of sources</a>.</p>
Tax governance, control, and risk management	GRI 207-2	14.23.5	<p>Systematic and rational tax risk management is key to the Company's investment attractiveness and financial stability. Thus, we take a responsible approach to tax risk management, which includes identification and monitoring of tax risks.</p> <p>The Audit and Risk Committee is responsible for reviewing material aspects of the accounting policies of the Company and its subsidiaries to ensure their proper and consistent application. Further responsibilities of the Audit and Risk Committee are described in the Corporate governance section.</p> <p>The departments responsible for tax issues within the Company develop measures to eliminate or minimise the risks and work to avoid them in compliance with tax legislation. Tax compliance is included in the</p>

## ADDITIONAL ESG DATA

Topic	GRI indicator	GRI 14 indicator	Reference/Comment
			<p>KPIs of the key divisions responsible for the Company's tax management. The Accounting Department is in charge of tax policy compliance of the Company. The Tax Policy Department is authorised to consider and approve the Company's projects and transactions.</p> <p>The Company performs regular internal and external audits of financial statements.</p>
Stakeholder engagement and management of concerns related to tax	GRI 207-3	14.23.6	<p>En+ closely monitors the risks associated with the possibility of varying interpretations and frequent changes in applicable tax, currency and customs legislation. For example, as tax authorities take an increasingly assertive stance in interpreting and enforcing tax laws, the Company may need to challenge their interpretations of legal provisions that differ from previous interpretations, which may involve dealing with local, state, and federal authorities.</p> <p>In planning our tax-related expenses, En+ estimates the maximum cumulative additional amounts that could be paid if tax positions were not sustained, as it is probable (although less than 50%) that additional taxes may be due as a result of tax audits or disputes with tax authorities.</p>
Country-by-country reporting	GRI 207-4	14.23.7	The data is partially presented in the financial review.
Political contributions	GRI 415-1	14.24.2	The Company does not finance political parties, their candidates or representatives in Russia or abroad, or refrain from direct or indirect pressure on political bodies.
Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI 418-1	-	Responsible business practices, p. 203
<b>MATERIAL TOPIC: ECONOMIC PERFORMANCE</b>			
Management of material topics	GRI 3-3	-	Responsible business practices, p. 209
Direct economic value generated and distributed	GRI 201-1	14.9.2; 14.23.2	Appendix 'Additional ESG data', p. 8
Financial implications and other risks and opportunities due to climate change	GRI 201-2	14.2.2	Climate change and energy management, p. 89 Appendix 'Additional ESG data', p. 14
Defined benefit plan obligations and other retirement plans	GRI 201-3	-	Consolidated Financial Statements, p. 277
Financial assistance received from government	GRI 201-4	14.23.3	Appendix 'Additional ESG data', p. 9
<b>MATERIAL TOPIC: INNOVATION MANAGEMENT</b>			
Management of material topics	GRI 3-3	-	Responsible business practices, p. 205

## ADDITIONAL ESG DATA

**Non-material topics of GRI 14: Mining Sector 2024**

No.	Topic GRI 14: Mining Sector 2024	Comment
1	Artisanal and small-scale mining	Not applicable for En+. Bauxite, quartzite, nepheline and coal are mined on an industrial scale
2	Public policy	According to the Human Rights Policy, the Company: "Respects the civil rights of Employees and recognises their right to participate in political activities as individuals. The Group does not finance political activities or provide support to political parties."

## ADDITIONAL ESG DATA

## SASB content index

## Metals segment

Topic	Code	Accounting metric	Reference/response
Greenhouse Gas Emissions	EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Climate change and energy management, p. 94 Appendix 'Additional ESG data', p. 11 According to regulations, European assets of the Company in Ireland and Sweden are subject to European requirements
	EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Climate change and energy management, p. 94
Air Quality	EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Environment protection, p. 110 Appendix 'Additional ESG data', p. 18 The Company keeps records in accordance with the requirements of the national legislation of the regions where the Company operates and does not collect data on lead and mercury emissions. Besides, these substances are not specific to the Company's main production units
Energy Management	EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Climate change and energy management, p. 96 Appendix 'Additional ESG data', p. 13 The share of renewable fuels is insignificant
Water Management	EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environment protection, p. 111 Appendix 'Additional ESG data', p. 19
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Environment protection, p. 110
Waste & Hazardous Materials Management	EM-MM-150a.4	Total weight of non-mineral waste generated	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
	EM-MM-150a.5	Total weight of tailings produced	Environment protection, p. 112
	EM-MM-150a.6	Total weight of waste rock generated	Environment protection, p. 112 Appendix 'Additional ESG data', p. 24
	EM-MM-150a.7	Total weight of hazardous waste generated	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
	EM-MM-150a.8	Total weight of hazardous waste recycled	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste	Environment protection, p. 110 There are no critical risks associated with waste management and hazardous materials. In 2025, neither of the Power and Metals segments recorded any significant incidents.
	EM-MM-150a.10	Description of waste and hazardous materials	Environment protection, p. 103

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
		management policies and procedures for active and inactive operations	
Biodiversity Impacts	EM-MM-160a.1	Description of environmental management policies and practices for active sites	Environment protection, p. 99
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Environment protection, p. 103 Production facilities of both Metals and Power segments do not have any acid effluents. Acidic waters are not typical for nepheline and bauxite fields, since these fields do not contain sulphide-containing rocks.
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	In its biodiversity activities, the Metals and Power segments are governed by the requirements of the legislation of the countries of the Company's presence, the provisions of the Company's Environmental Policy, the Regulations on the initial assessment of risks and materiality of impacts on biodiversity for existing enterprises and other regulations and documents.  The Metals and Power segments implement a comprehensive approach based on an assessment of the risks of potential impacts on biodiversity in the Company's regions of presence, which makes it possible to identify focus areas, minimise and mitigate such impacts as a result of own production activity, and manage biodiversity conservation issues in a rational manner.  Additional information: there are no restrictions related to SPNAs and habitat zones of endangered species (not established) for the mineral deposits being developed by the Company's enterprises.
Security, Human Rights & Rights of Indigenous Peoples	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	To help our clients meet the Dodd-Frank Act obligations, we affirm that, in accordance with the Declaration of DRC Conflict Minerals Free manufacturer, none of the Conflict Minerals from the Democratic Republic of the Congo or neighbouring countries (Angola, Republic of Congo, Burundi, Central African Republic, Rwanda, South Sudan, Tanzania, Uganda or Zambia) are used in the production and products of En+. Also, En+ does not in any way contribute to armed conflicts or violations of human rights in the Conflict Areas and in the High-Risk Areas.
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	The Company does not operate in areas located on or near indigenous lands.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Contribution to local communities, p. 144 No human rights violations, including violations of the rights of indigenous peoples and minorities, were recorded in the reporting year.
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	The environmental conditions affected by the work of enterprises and the regional economic situation are of huge concern to local communities. The Company pays considerable attention to such issues as the amount of tax payments to budgets, the availability of jobs and decent salaries, social guarantees, opportunities for children to receive a decent education and the prospects for their employment in the future. The Company strives to

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
			create favourable living conditions for local communities, to ensure a good social climate and increase the Company's trust and loyalty to the population.
	EM-MM-210b.2	Number and duration of non-technical delays	No non-technical delays were recorded in respect of the Metals and Power segments in the reporting year.
Labour Relations	EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Appendix 'Additional ESG data', p. 33
	EM-MM-310a.2	Number and duration of strikes and lockouts	In the reporting year, no risks of violations of employees' rights to freedom of association or collective bargaining were identified in respect of the Metals and Power segments' production facilities and suppliers. There were also no strikes or mass layoffs.
Workforce Health & Safety	EM-MM-320a.1	(1) MSHA all-incidence rate, disclosed in accordance with national law (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Appendix 'Additional ESG data', p. 27-30 Data is disclosed under the requirements of the legislation of the Russian Federation.
Business Ethics & Transparency	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Corporate ethics and compliance, p. 187
Tailings Storage Facilities Management	EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Appendix 'Additional ESG data', p. 24 Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, the Metals segment has no tailings storage facilities. As for the Power segment, this information cannot be disclosed in the current reporting period due to the peculiarities of data collection.
	EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Environment protection, p. 105 Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, the Metals segment has no tailings storage facilities As for the Power segment, a tailings management system has been developed to monitor and maintain the condition of tailings storage facilities. This includes internal production and environmental control and control by state supervisory bodies and independent organisations.
	EM-MM-540a.3	Approach to development of Emergency Preparedness and	The Company has a multi-level structure that ensures transparency in all tailings management processes and maintains a high level of control over them. Tailings storage facilities are managed as part of the environmental management system. Environment protection, p. 105

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
		Response Plans (EPRPs) for tailings storage facilities	Tailings waste is not generated in the production processes of the Metals segment enterprises, therefore, the Metals segment has no tailings storage facilities.  As for the Power segment, Emergency Preparedness and Response Plans have been developed for all tailings storage facilities. EPRPs, in particular, provide for measures to eliminate accidents, operational actions of personnel in case of preemergency and emergency situations, and a list of persons responsible for the implementation of such measures. The plans also include probable scenarios of emergencies at tailings storage facilities.
Activity Metrics	EM-MM-000.A	Production of (1) metal ores and (2) finished metal products	Business review, p. 32
	EM-MM-000.B	Total number of employees, percentage of contractors	Employees, p. 139  The Company collects data only on the number of full-time employees and the share of permanent contracts.

## Power segment

Topic	Code	Accounting metric	Reference/response
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emission inventory standards	Climate change and energy management, p. 94 Appendix 'Additional ESG data', p. 11  Decree of the President of the Russian Federation No. 666 of 04.11.2020 "On Reducing GHG Emissions" establishes the national contribution of the Russian Federation as part of the implementation of the Paris Agreement.
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	Climate change and energy management, p. 94 Appendix 'Additional ESG data', p. 11
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Climate change and energy management, p. 94
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfilment of RPS target by market	There are no requirements in Russia for the minimal share of renewable energy in the portfolio of generating companies.
Air Quality	IF-EU-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Environment protection, p. 110 Appendix 'Additional ESG data', p. 18  This category includes all pollutants specified by Russian legislation.
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Environment protection, p. 110 Appendix 'Additional ESG data', p. 17
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Environment protection, p. 102
Coal combustion residuals disposal	IF-EU-150a.1	Amount of coal combustion residuals (CCR) generated, percentage recycled	Environment protection, p. 112 Appendix 'Additional ESG data', p. 25
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Appendix 'Additional ESG data', p. 24
Coal combustion residuals disposal	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Appendix 'Additional ESG data', p. 15 The maximum electric rate for the residential customers is set in accordance with the directive of the Federal Antimonopoly Service of Russia.
Energy affordability	IF-EU-240a.2	Typical monthly electric bill for residential customers (breakdown by users of differentiated tariffs)	Appendix 'Additional ESG data', p. 15 The maximum electric rate for the residential customers is set in accordance with the directive of the Federal Antimonopoly Service of Russia.
	IF-EU-240a.3	Number of residential customer electric disconnections for nonpayment, percentage reconnected within 30 days	Appendix 'Additional ESG data', p. 15 The regulatory framework for disconnecting electricity is provided by Russian Federation Government Resolutions No. 354 and No. 442, which state that the contractor (organisation providing housing and utilities services), if there are legal grounds, terminates or suspends the provision of unpaid services.
	IF-EU-240a.4	Discussion of impact of external factors on affordability of electricity for customers, including the economic conditions of the service territory	Energy affordability is mainly determined by regional factors and maximum federal rates stipulated and controlled by the Federal Antimonopoly Service of Russia.
Workforce Health and Safety	IF-EU-320a.1	1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Appendix 'Additional ESG data', p. 27
End-Use Efficiency & Demand	IF-EU-420a.1	Percentage of electric utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	Not applicable
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	Appendix 'Additional ESG data', p. 13
	IF-EU-420a.3	Customer electricity savings from efficiency measures	The Company does not implement efficiency measures for electricity savings on the customer's side.
Emergency Preparedness and Response in the Field of Nuclear Safety	IF-EU-540a.1	Total number of nuclear power units	Not applicable
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	Not applicable

## ADDITIONAL ESG DATA

Topic	Code	Accounting metric	Reference/response
Stability of Power Grids	IF-EU-550a.1	Number of incidents of noncompliance with physical and/or cybersecurity standards or regulations	Responsible business practices, p. 203 Appendix 'Additional ESG data', p. 13
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI)	Appendix 'Additional ESG data', p. 13 According to the legislation of the Russian Federation, utilities must provide electricity without interruption. The Company has redundancy infrastructure and backup plans to ensure 24/7/365 availability. The regulatory framework for disconnecting electricity is provided by Russian Federation Government Resolutions No. 354 and No. 442.

ADDITIONAL ESG DATA

Disclosure of the TNFD requirements

Section	Reporting element	Information and references
<b>Governance</b>		
<p>Disclose the organisation’s governance of nature-related dependencies, impacts, risks and opportunities</p>	<p>A. Describe the board’s oversight of nature-related dependencies, impacts, risks and opportunities</p>	<p>The Board of Directors oversees nature-related dependencies, impacts, risks and opportunities by monitoring the implementation of the Company’s environmental protection and biodiversity conservation goals and policies. Biodiversity issues are also discussed at meetings of the HSE Committee.</p> <p><i>For more details on the allocation of responsibility for environmental protection management, see the Governance section of the Environment Protection chapter, p. 101</i></p>
	<p>B. Describe management’s role in assessing and managing nature-related dependencies, impacts, risks and opportunities</p>	<p>The HR Department oversees human rights compliance across the Company. In addition, the corporate risk management system covers human rights risk assessment and management. Employees can report violations in this area via the hotline.</p> <p>The operations of the Metals segment affect local communities, including indigenous minorities. The Company respects the rights of this category of people and does not operate on their ancestral lands.</p> <p><i>For more details, see the Human Rights section in the Employees chapter, p. 135, and the Management section in the Contribution to Local Communities chapter, p. 142</i></p>
	<p>C. Describe the organisation’s human rights policies and engagement activities</p>	
<b>Strategy</b>		
<p>Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation’s business model, strategy and financial planning where such information is material</p>	<p>A. Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term</p>	<p><b>Dependencies</b> are related to the volume of the annual flow of rivers where HPPs are located, land resources under mining operations, atmospheric transport and dispersion of emissions, degradation of pollutants from discharged wastewater, etc.</p> <p><b>Impacts</b> are described for each environmental component in the Strategy section of the Environment Protection chapter, p. 103, and in the Value Chain section of Appendix 3 to the Report, p. 5</p> <p><b>Risks</b> are described in more detail in the Risk Management section of the Environment Protection chapter, p. 110</p> <p><b>Opportunities:</b></p> <p>En+ assesses nature-related dependencies, impacts, risks and opportunities as part of the Company’s risk management system.</p> <p><i>For more details, see the Internal Control and Risk Management chapter, p. 178, and the Risk Management section in the Environment Protection chapter, p. 110</i></p>
	<p>Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation’s business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place</p>	
	<p>C. Describe the resilience of the organisation’s strategy to nature-related risks and opportunities, taking into consideration different scenarios</p>	<p>To increase its resilience to environmental risks, the Company develops plans to manage them in accordance with the hierarchy of ‘avoid-reduce-restore-regenerate’ measures.</p> <p><i>For more details, see the Risk Management section in the Environment Protection chapter, p. 110</i></p>
	<p>D. Disclose the locations of assets and/or activities in the organisation’s direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations</p>	<p><i>For more details, see the Assets Overview section in the Business Review chapter, p. 36</i></p>
<b>Risk &amp; impact management</b>		
<p>Describe the processes used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risks and opportunities</p>	<p>A. Describe the organisation’s processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations and in its upstream and downstream value chain(s).</p>	<p>The Company identifies nature-related dependencies, impacts, risks and opportunities in its direct operations. If the Company’s dependencies, impacts, risks and opportunities are assessed as material, biodiversity conservation programmes are developed for them.</p> <p>En+ selects counterparties based on their compliance with sustainability principles, and all of them undertake to satisfy the requirements of the Company’s Environmental Policy by signing mandatory supplementary agreements to the environmental protection contract.</p>

## ADDITIONAL ESG DATA

B. Describe the organisation’s processes for managing nature-related dependencies, impacts, risks and opportunities

*For more details, see the Governance section in the Environment Protection chapter, p. 101*

C. Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation’s overall risk management processes

The Company continuously identifies risks, including environmental risks, as part of its risk management system.

*For more details, see the Internal Control and Risk Management chapter, p. 178*

### Metrics & targets

Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities

A. Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process

En+ discloses quantitative data on its measures implemented to manage nature-related dependencies, impacts, risks and opportunities.

In addition, the Company annually collects information on the indicators used to assess and manage nature-related dependencies, impacts, risks and opportunities.

B. Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature

These indicators include:

- Amount of biodiversity conservation costs
- Area of territories with restored or improved habitats, reforested territories, reclaimed land
- Number of seedlings planted during reforestation
- Amount of greenery planted
- Number of fish fry released into water bodies
- Amount of removed fishing nets and associated waste
- Artificial spawning area
- Number of volunteers participating in environmental campaigns
- Amount of waste collected during land improvement and environmental campaigns
- Number of environmental expeditions undertaken
- Number of laboratory tests
- Number of printed information materials issued

C. Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these

Both the Power segment and the Metals segments set environmental management goals to track further progress in this area. The Company also takes measures to achieve the goals of the federal projects Clean Air, Water of Russia, Conservation of Biological Diversity and Development of Ecotourism, Conservation of Forests and implements its own nature-related projects.

*For more details, see the Metrics and Targets section in the Environment Protection chapter, p. 109*

## ADDITIONAL ESG DATA

## Disclosures with reference to IFRS S2 Climate-related Disclosures

Section	Reporting element	Disclosure
<b>Governance</b>	S2.06a-i (1) how responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	Climate change and energy management, p. 85
	S2.06a-iii how and how often the body(s) or individual(s) is informed about climate-related risks and opportunities	Climate change and energy management, p. 85 Information is provided on a quarterly basis
	S2.06a-iv (1) how the body(s) or individual(s) takes into account climate related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities	Climate change and energy management, p. 85
	S2.06a-v(i), S2.06a-v (2) how the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets	Climate change and energy management, p. 85  The HSE Committee examines the need to revise climate goals on an annual basis and escalates recommendations to the Board of Directors to approve climate goals. Progress towards goals is monitored.  To analyse the effectiveness of measures to achieve the set climate goals, the Company quantifies greenhouse gas emissions.
	S2.06b-ii (1) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities	Climate change and energy management, p. 85
	S2.06b-i (1) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee	Climate change and energy management, p. 85 Climate-related KPIs are set across management levels, from Director for Sustainable Development to line management.
	<b>Strategy</b>	<b>Climate-related risks and opportunities</b>
	S2.10a climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Climate change and energy management, p. 90
	S2.10b explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk	Climate change and energy management, p. 90 Breakdown by physical and transition risks is provided.
	S2.10c, S2.10d (1) specify, for each climate-related risk and opportunity the entity has identified, over which time horizons — short, medium or long term — the effects of each climate-related risk and opportunity could reasonably be expected to occur; and explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	Climate change and energy management, p. 90  Risks are assessed over the following time horizons:  Short-term – until 2025;  Medium-term – until 2030;  Long-term – until 2050.
	<b>Business model and value chain</b>	
	S2.13a, S2.13b a description of the current and anticipated effects of climate-related	Climate change and energy management, p. 90

## ADDITIONAL ESG DATA

Section	Reporting element	Disclosure
	risks and opportunities on the entity's business model and value chain and a description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	
	<b>Strategy and decision-making</b>	
	S2.14a-i(1), S2.14a-i(2) current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities and how the entity plans to achieve any climate-related targets	Climate change and energy management, p. 92 To achieve the set climate goals, the Company takes measures to reduce greenhouse gas emissions and improve energy efficiency, and uses cutting-edge technologies such as pre-baked and inert anode technologies in aluminium production.
	S2.14a-ii, S2.14a-iii current and anticipated direct and indirect mitigation and adaptation efforts	Climate change and energy management, p. 92 The Company performs timely repairs of production facilities, monitors information on expected weather conditions, creates stocks of produced raw materials, and acquires equipment capable of operating in various climatic conditions.
	S2.14a-iv any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies	The Company has in place a decarbonisation roadmap to achieve net zero GHG emissions balance and measures to offset them by 2050. For more details, see the Climate Change and Energy Management section. Climate change and energy management, p. 86
	<b>Financial position, financial performance and cash flows</b>	
	S2.15b, S2.15a, S2.16a the effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period, the anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning, and how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period	Probabilistic financial loss from the occurrence of physical risks associated with climate change in the short term is up to USD 9.1 million per year. Probabilistic financial loss from the occurrence of transition risks associated with climate change in the short term is up to USD 10.0 million per year. Actual financial loss from the occurrence of physical risks associated with climate change in 2025 is USD 0.0 million.
	<b>Climate resilience</b>	
	S2.22a-i(1), S2.22a-i(2) the implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis	Climate change and energy management, p. 92
	S2.22a-iii-3 the entity's capacity to adjust or adapt its strategy and business model to climate change	Climate change and energy management, p. 86
	S2.22b, S2.22b-i-1, S2.22b-i-6, S2.22b-ii-2 how and when the climate-related scenario analysis was carried out and which climate-related scenarios the entity used for the analysis	The scenarios provided in the IPCC Sixth Assessment Report are used: <ul style="list-style-type: none"> <li>• SSP1-2.6: 1.5–2°C warming;</li> <li>• SSP2-4.5: 2–4°C warming;</li> <li>• SSP5-8.5: 4–7°C warming</li> </ul>

## ADDITIONAL ESG DATA

Section	Reporting element	Disclosure
		These scenarios were used to assess the physical and transition risks associated with climate change
<b>Risk management</b>	<p>S2.25a, S2.25c the processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process</p> <p>S2.25a-iii, S2.25a-iv how the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria) and whether and how the entity prioritises climate-related risks relative to other types of risk</p>	<p>The materiality of climate-related risks is assessed in conformity with the Regulations on Risk Management as part of an overall risk management process by reference to the two parameters – impact and the probability of occurrence. The strategic impact is assessed by estimating the financial impacts of the risk within regular assessments of the entire risk portfolio. Assessing risks by the above parameters makes it possible to rank the risk portfolio by the materiality criteria, identify the most critical risks, and set priorities for determining the risk management strategy.</p>
<b>Metrics and targets</b>	<p><b>GHG</b></p> <p>S2.29a-i disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO<sub>2</sub> equivalent, classified as: Scope 1, Scope 2 and Scope 3 greenhouse gas emissions</p> <p>S2.29a-iii(1) disclose the approach used to measure the greenhouse gas emissions including any changes the entity made to the measurement approach, inputs and assumptions during the reporting period</p>	<p>The Company discloses its gross Scope 1, 2 and 3 GHG emissions, as well as emissions intensity for each segment.</p> <p>Climate change and energy management, p. 95</p> <p>In quantifying its GHG emissions, En+ Group abides by the following methodological guidelines:</p> <ul style="list-style-type: none"> <li>● Order of the Ministry of Natural Resources and Environment of the Russian Federation No. 371 of 27 May 2022 “On Approval of Quantification Methods for GHG Emissions and Removals”;</li> <li>● Order of the Ministry of Natural Resources and Environment of the Russian Federation No. 330 of 29 June 2017 “On Approval of the Guidance for Quantification of Energy Indirect GHG Emissions”;</li> <li>● Greenhouse Gas Protocol <a href="#">Scope 3 Calculation Guidance</a>;</li> <li>● IPCC Guidelines for National Greenhouse Gas Inventories</li> <li>● Methodology for determining direct GHG emissions during the production of primary aluminium (internal document);</li> <li>● Methodology for determining direct GHG emissions during the production of alumina (internal document);</li> <li>● Methodological Guidelines for Quantifying Greenhouse Gas Emissions from the Production of Electricity Supplied from the Energy System of the Russian Federation.</li> </ul> <p>The market approach is used to estimate Scope 2 emissions.</p>
	<p><b>Other cross-industry metrics</b></p> <p>S2.29b, S2.29c, S2.29d climate-related risks and opportunities — the amount and percentage of assets or business activities vulnerable to climate-related risks and aligned with climate-related opportunities</p> <p>S2.29f-i(1), S2.29f-i(2), S2.29f-ii whether and how the entity is applying a carbon</p>	<p>100%</p> <p>To assess investment projects and business development options, the internal carbon price is used.</p>

ADDITIONAL ESG DATA

Section	Reporting element	Disclosure
	price in decision-making and the price for each metric tonne of greenhouse gas emissions	
	S2.29g-i(1), S2.29g-i(2) a description of whether and how climate-related considerations are factored into executive remuneration	Climate and energy efficiency KPIs have been established across the Company structure that play a role in management remuneration. For example, for the Director for Sustainable Development, the climate KPI accounts for 24 % of the annual bonus.  Climate change and energy management, p. 85
	S2.32 Industry-based metrics disclosure	GRI content index, p. 47
	<b>Climate-related targets</b>	
	S2.33 quantitative and qualitative climate-related targets it has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets	The Company’s climate goals are to reduce gross GHG emissions by 35% by 2035 vs 2018 in the Metals segment and to achieve a zero balance between GHG emissions and removals by 2050.
	S2.33c, S2.33d the period over which the target applies and the part of the entity to which the target applies	
	S2.33g whether it is an absolute target or an intensity target	
	S2.36a, S2.36b for each greenhouse gas emissions target an entity shall disclose, which greenhouse gases are covered by the target and whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target	The indicators are set for all scope areas for all greenhouse gases emitted by the Company, namely carbon dioxide, methane, perfluorocarbon, nitrous oxide, sulphur hexafluoride.
	S2.36e the entity’s planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target	The goal to reduce emissions for the Metals segment leaves out measures to offset GHG emissions. The goal to achieve net zero GHG emissions balance by 2050 features GHG emissions offsets.  Climate change and energy management, p. 94

## ADDITIONAL ESG DATA

## List of the key (basic) indicators of sustainability reporting in line with the recommendations of the Russian Ministry of Economic Development (MED)

No.	Indicator	2023	2024	2025	Reference/Comment
<b>Economic indicators</b>					
1	Revenue (its equivalent), RUB mn	1,248,692	1,355,988	1,480,325	Financial review, p. 46 Appendix 'Additional ESG data', p. 9
2	Value added, RUB mn	434,353	582,513	2,621,915	Appendix 'Additional ESG data', p. 9
3	Net value added, RUB mn	279,779	410,342	542,695	Appendix 'Additional ESG data', p. 9
4	General R&D expenses, RUB mn	1,914.0	2,300.0	2,900	Responsible business practices, p. 207
5	Labour productivity, RUB mn	3.6	5.1	4.6	Appendix 'Additional ESG data', p. 9 Appendix 'Additional ESG data', p. 46
6	Amount of mandatory payments assessed (excluding fines and penalties), total, including: <ul style="list-style-type: none"> <li>taxes and levies</li> <li>insurance contributions and</li> <li>other statutory payments</li> </ul> RUB mn	105,464	105,412	113,590	Appendix 'Additional ESG data', p. 9
7	Amount of mandatory payments paid (excluding fines and penalties), total, including: <ul style="list-style-type: none"> <li>taxes and levies</li> <li>insurance contributions and</li> <li>other statutory payments</li> </ul> RUB mn	106,577	106,375	115,247	Appendix 'Additional ESG data', p. 9
8	Share of purchases of Russian goods, work and services in total purchases of goods, work and services, %	-	73	75	Appendix 'Additional ESG data', p. 46
9	Share of purchases of goods, work and services from SMEs in total purchases from Russian entities, %	-	27	12	Appendix 'Additional ESG data', p. 46
10	Sustainable, including green, investments, RUB mn	26,457	13,161	69,886	Appendix 'Additional ESG data', p. 9
11	Investments in projects related to achieving technological sovereignty and structural adaptation of Russia's economy, RUB mn	1,624	457	2,896.2	Appendix 'Additional ESG data', p. 9
<b>Environmental indicators</b>					
13	Amount of water used from all water supply sources, mn m <sup>3</sup>	710.6	727.2	700.8	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20 The methodology used to calculate the indicator is

## ADDITIONAL ESG DATA

No.	Indicator	2023	2024	2025	Reference/Comment
					different from the MED methodology
14	Amount of recycled and reused water supply, %	77.4	64.3	64.7	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
15	Amount of contaminated wastewater discharge, total, including untreated wastewater, mn m <sup>3</sup>	47.9	9.3	7.9	Environment protection, p. 111 Appendix 'Additional ESG data', p. 21
16	Water use efficiency (specific water consumption), mn m <sup>3</sup> /RUB mn	0.0008	0.0008	0.0007	Appendix 'Additional ESG data', p. 21
17	Waste of hazard classes I-V generated, total, including: <ul style="list-style-type: none"> <li>• class I</li> <li>• class II</li> <li>• class III</li> <li>• class IV</li> <li>• class V</li> </ul> mt	225.0	157.9	165.1	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23 Partially disclosed (disclosed by hazard class for the Power segment)
18	Waste of hazard classes I-V managed, total, including by category: <ul style="list-style-type: none"> <li>• waste utilised</li> <li>• waste neutralised</li> <li>• waste landfilled</li> <li>• waste reused</li> <li>• waste recycled</li> <li>• waste generation reduced</li> </ul> mt				Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
19	Air pollutant emissions from stationary sources, kt	689.3	708.2	671.4	Information on all sources is disclosed Environment protection, p. 110 Appendix 'Additional ESG data', p. 18
20	GHG emissions, mt CO <sub>2</sub> e	66,0	66.9	65.0	Climate change and energy management, p. 95 Appendix 'Additional ESG data', p. 11
21	Expenses for implementing environmental protection measures, total, including: <ul style="list-style-type: none"> <li>• atmospheric air protection and climate change prevention</li> <li>• wastewater collection and treatment</li> <li>• waste management</li> <li>• conservation of biodiversity and protection of natural areas</li> </ul> RUB mn	17,549	19,603	27,455.9	Environment protection, p. 110 Appendix 'Additional ESG data', p. 16
22	Renewable and low-carbon energy consumption, GJ	253,453,792.9	264,068,707.9	256,603,602.5	Climate change and energy management, p. 97 Appendix 'Additional ESG data', p. 13

## ADDITIONAL ESG DATA

No.	Indicator	2023	2024	2025	Reference/Comment
23	Energy efficiency: energy consumption per unit of net value added, GJ/RUB mn	1,261.7	845.1	620.8	Appendix 'Additional ESG data', p. 13
<b>Social indicators</b>					
24	Payroll expenses, total, RUB mn	133,501.50	171,069.36	190,904.46	Business model, p. 23 Financial statements, p. 241
25	Average headcount, total, including the number of disabled persons	90,064	93,486	92,636	Employees, p. 139 Appendix 'Additional ESG data', p. 31
26	Average salary, total, including: <ul style="list-style-type: none"> <li>by employee category</li> <li>by gender</li> <li>by age group</li> </ul> RUB	-	109,804	125,683	Employees, p. 140 Appendix 'Additional ESG data', p. 37 Information for 2023, 2024 and 2025 is disclosed in the Power segment. Partially disclosed (the methodology used is different from the MED).
27	Expenses for occupational health and safety events, total, including average expenses per employee, RUB mn	5 208.587 0.058	7 730.114 0.084	6 884 0.073	Appendix 'Additional ESG data', p. 29
28	Expenses for organising and holding social, fitness, recreational and medical events for employees and their family members, RUB mn	12,184	13,684	11,787	Employees, p. 131 Appendix 'Additional ESG data', p. 40
29	Number of persons injured in work-related accidents resulting in one or more lost workdays or a fatality, including fatalities, people	113	119	115	Occupational health and safety, p. 125 Appendix 'Additional ESG data', p. 27
30	Expenses for employees training, total, including average expenses per employee, RUB mn	1,260.8	994.5	963.3	Employees, p. 135 Appendix 'Additional ESG data', p. 34
31	Average hours of training per year per employee by employee category	38.0	49.9	44.6	Employees, p. 135 Appendix 'Additional ESG data', p. 34
32	Percentage of employees covered by collective bargaining agreements in the average headcount	84.8	81.7	80.1	Employees, p. 135 Appendix 'Additional ESG data', p. 33 The methodology used to calculate the indicator is different from the MED methodology.
33	Staff turnover rate, %	12.8	16.8	15.1	Employees, p. 139 Appendix 'Additional ESG data', p. 33 The methodology used to calculate the indicator is different from the MED methodology.
34	Expenses to support social programmes not aimed at employees and their family members, total, including:	5,312	6,824	5,631	Appendix 'Additional ESG data', p. 51 The methodology used to calculate the indicator is

## ADDITIONAL ESG DATA

No.	Indicator	2023	2024	2025	Reference/Comment
	<ul style="list-style-type: none"> <li>charitable housing programmes</li> <li>healthcare</li> <li>education</li> <li>support for citizens in need of social assistance</li> </ul>				different from the MED methodology Information for 2025 is disclosed in the Metals segment.
	RUB mn				
<b>Governance indicators</b>					
35	Availability of the sustainability policy and/or other related strategic documents	+	+	+	Sustainability management approach, p. 70
36	Number of Board meetings and attendance rate	11	11	8	Corporate governance, p. 159 Appendix 'Additional ESG data', p. 43
37	Number of Board members, total, including by age group	12	12	12	Corporate governance, p. 160 Appendix 'Additional ESG data', p. 43
38	Number of the Audit Committee meetings and attendance rate	6	7	7	Corporate governance, p. 167
39	Participation in ESG indices and ratings	+	+	+	Key figures, p. 10
40	Number of recorded cases of infringing the rights of indigenous minorities of the Russian Federation	-	-	0	Contribution to local communities, p. 142
43	Cases when the organisation, its subsidiaries and associates were brought to administrative liability for corrupt practices	-	-	-	Not disclosed.
44	Share of female managers in the total number of managers, total, including on the Board of Directors (Supervisory Board), %	22.3	22.5	33	Appendix 'Additional ESG data', p. 43

## ADDITIONAL ESG DATA

## List of sustainability indicators according to the Public Business Capital Standard (PBCS) and the Bank of Russia taxonomy

The indicators presented in the table below were calculated taking into account the requirements and recommendations described in the section «About report». In order to maintain a uniform approach to calculation and the scope of consolidation of sustainable development indicators, the quantitative values presented in the table are calculated taking into account data on foreign enterprises of the Group using approaches to calculation that are different from those presented in the Public Business Capital Standard. The share of the Group's Russian entities within the consolidation perimeter is significantly more material for sustainability disclosure purposes than the share of foreign entities.

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
<b>I. Environmental indicators</b>						
1	Total water withdrawal	7	1,035.3	1,062.0	998.1	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
2	Water consumption from all water supply sources	8	710.6	727.2	700.8	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20 The methodology used is different from the PBCS methodology. Disclosed as total water withdrawal from all sources
3	Percentage of recycled and reused water in total own water consumption from all sources	9	77.4	64.3	64.7	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
4	Wastewater (polluted, clean standard-quality, treated to standard quality) discharged into water bodies and polluted effluents sent for treatment to other enterprises	10	655.3	664.9	630.8	Environment protection, p. 111 Appendix 'Additional ESG data', p. 21
5	Waste of hazard classes I-V generated, total, including:	11	225.1	157.9	165.1	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
	Class I	11.1	-	-	0.0007	Partially disclosed (the information for the Power segment is broken down by hazard class)
	Class II	11.2	-	-	0.00184	
	Class III	11.3	-	-	0.1463	
	Class IV	11.4	-	-	0.31	
Class V	11.5	-	-	164.6		
6	Waste managed, total, with a breakdown by category:	12	225	157.9	165.1	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
	Waste utilised	12.1	-	98.5	86.3	
	Waste for reuse	12.2	-	-	-	
	Waste for recovery	12.3	-	60.3	72.7	
	Waste neutralised	12.1.1	-	-	-	
	Waste landfilled	12.1.2	-	-	-	

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
7	Air pollutant emissions from stationary sources	6	689.3	708.2	671.4	Information on all sources is disclosed Environment protection, p. 110 Appendix 'Additional ESG data', p. 18
8	Greenhouse gas emissions, including:	1	66	66.9	65	Climate change and energy management, p. 95 Appendix 'Additional ESG data', p. 11
	Direct emissions	1.1.	52.3	51.9	50.5	
	Indirect emissions	1.2.	13.7	14.8	14.5	
9	Carbon footprint of products	-	-	2.3	2.2	Climate change and energy management, p. 88 Appendix 'Additional ESG data', p. 10
10	Environmental protection expenses, total	14	17,549.7	19,603.1	27,455.9	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Environment protection, p. 110 Appendix 'Additional ESG data', p. 16
	Air protection and climate change prevention	14.1	11,109.30	15,329.70	22,409.7	
	Wastewater collection and treatment	14.2	1,259.50	789.6	1,060.6	
	Waste management	14.3	3,528.40	2,145.90	2,733.6	
	Conservation of biodiversity and natural areas	14.4	392.6	294.9	53.3	
	Land protection and rational use, land rehabilitation	14.5	733.7	412.8	143.7	
	Protection of the environment from noise, vibration or other physical impacts	14.6	2.4	2.6	1.9	
	Radiation safety of the environment	14.7	0,4	0,8	0,9	
11	Other environmental protection measures	14.8	523,4	626,8	1 052,2	Climate change and energy management, p. 97 Appendix 'Additional ESG data', p. 13
	Renewable and low-carbon energy consumption	3	71,9	75,6	69,9	
	Renewable energy, GJ	3.1	1,983,684	1,883,108	1,280,965	
	Low-carbon energy, GJ	3.2	251,470,108.86	262,185,599.97	255,322,637.75	
	Renewable energy, %	4	0.6	0.5	0.3	
12	Low-carbon energy, %	5	71.30	75.55	69.58	Climate change and energy management, p. 97 Appendix 'Additional ESG data', p. 13
	Own energy consumption, excluding heat and electricity sold to external consumers, total	2	352,714,887	347,022,108	366,933,009	
	Heat	2.1	4,305,910	4,263,785	3,716,253	
	Electricity	2.2	251,336,702	262,015,020	255,906,078	

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	Fuel types used	2.3	97,072,275	80,743,302	107,310,678	
13	Percentage of secondary resources in the total amount of material resources used to produce goods, perform work, provide services or generate energy		-	-	-	Not disclosed
14	Environmental fees	13	1,058.0	814.3	639.0	Environment protection, p. 110 Appendix 'Additional ESG data', p.17
15	Compensation payments and fines	13	12.18	30.65	1.7	Environment protection, p. 110 Appendix 'Additional ESG data', p. 17
	Fines for non-compliance with environmental laws	13.1	10.18	30.65	1.7	
	Compensation for damages caused to the environment	13.2	0	0	0	
16	Accidents and incidents resulting in negative environmental impacts (including those caused by man-made emergencies)	-	-	-	-	Environment protection, p. 110 Appendix 'Additional ESG data', p. 17
17	Capital investments aimed at environmental protection and rational use of natural resources, including:	15	1,039.6	994.1	1,473.1	Appendix 'Additional ESG data', p. 16
	Wastewater management	15.1				
	Air protection and climate change prevention	15.2	752.8	554.8		
	Protection and environmental rehabilitation of land, surface water and groundwater	15.3	278.5	269.8	140.8	
	Waste management	15.4	2.7	130.4	1.3	
	Noise and vibration abatement	15.5				
	Biodiversity conservation and protection of natural areas	15.6			3.3	
	Other environmental	15.7	5.2	39.2	1327.7	

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	protection measures					
18	Certification of the organisation's energy management system Yes/no		+	+	+	
<b>II. Social indicators</b>						
19	Payroll expenses, total	16	133,501.50	171,069.36	190,904.46	Employees, p. 140 Financial Statements, p. 236
20	Ratio of the average salary within the organisation to the average salary level in the region		-	-	-	Employees, p. 140 Standard entry level wages for employees and the established minimum wage in Russian regions and the CIS for the Power segment are disclosed.
21	Average headcount	17			92,636	Employees, p. 139 Appendix 'Additional ESG data', p. 31
22	Costs to reintegrate (provide vocational rehabilitation to) employees with disabilities				1.2	Employees, p. 140 Appendix 'Additional ESG data', p. 40 Information for 2025 is given for the Power segment.
23	Percentage of employees with disabilities		1.01	1.05	1.12	Employees, p. 140 Appendix 'Additional ESG data', p. 38
24	Percentage of employees falling into the following categories of veterans under the Federal Law On Veterans: Veterans of the Great Patriotic War Veterans of combat operations in the USSR, Russian Federation and other countries Military service veterans		-	-	0.66	Employees, p. 140 Appendix 'Additional ESG data', p. 38
25	Percentage of employees by:					Appendix 'Additional ESG data', p. 30, 31
	Gender	24, 25	Women – 28.4% Men – 71.6%	Women – 29.3% Men – 70.7%	Women – 29.3% Men – 70.7%	
	Age group	26, 27, 28	Under 30 – 13.0% 30-50 years – 62.0% Over 50 years – 25.0%	Under 30 – 13.3% 30-50 years – 61.5% Over 50 years – 25.2%	Under 30 – 13.4% 30-50 years – 59.4% Over 50 years – 27.2%	
26	Average salary, total, including by: Employee category (separately for managers and other personnel) Gender with a		-	109,804	125,683	Employees, p. 140 Appendix 'Additional ESG data', p. 37 Information for 2024 is given for the Power segment. Partially disclosed (the methodology used to calculate the indicator

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	breakdown by employee category Age group					is different from the PBCS methodology).
27	Expenses related to occupational health and industrial safety events, total, including average expenses per employee	21	Total 5,208.6 Average expenses per employee 0.058	Total 7,730.1 Average expenses per employee 0.084	Total 6,884 Average expenses per employee 0.073	Appendix 'Additional ESG data', p. 29
28	Expenses to organise and hold social, including sports, events for employees and their family members, total, including average expenses per employee		12,184	13,684	11,787	Employees, p. 131 Appendix 'Additional ESG data', p. 40
29	Lost Time Injury Frequency Rate (LTIFR) per 1,000,000 man-hours worked for the organisation's employees, excluding contractors' employees	18	0.76	0.84	0.79	Occupational health and safety, p. 125 Appendix 'Additional ESG data', p. 27
30	Number of fatalities among the organisation's employees, excluding contractors' employees	19	2	7	8	Occupational health and safety, p. 125 Appendix 'Additional ESG data', p. 27
31	Employee training costs of the organisation, per employee, mn RUB	22	1,260.8 Average expenses per employee 0.014 1.7%	994.5 Average expenses per employee 0.010 1.1%	963.3 Average expenses per employee 0.010 0.94%	Employees, p. 135 Appendix 'Additional ESG data', p. 34
32	Average hours of training per year per employee		38.0	49.9	44.6	Employees, p. 135 Appendix 'Additional ESG data', p. 33
33	Percentage of employees covered by collective bargaining agreements in relation to the average headcount		84.8	81.7	80.1	Employees, p. 134 Appendix 'Additional ESG data', p. 32 The methodology used to calculate the indicator is different from the PBCS methodology.
34	Employee turnover rate, %	23	12.8	16.8	15.1	Employees, p. 141 Appendix 'Additional ESG data', p. 32 The methodology used to calculate the indicator is different from the PBCS methodology.
35	Expenses to support social programmes, including charity, not intended for employees or their family		5,312	7,031.5	13,761.4	Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41, 42 The methodology used to calculate the indicator is different

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	members, total, including in the following areas: Healthcare Education and science Sports Culture, art and tourism Accessible infrastructure and inclusive environment Landscaping and comfortable urban environment Creation and placement of social advertisements Provision of housing Public security and anti-terrorist protection of infrastructure Support for people in need of social care, including support for people falling into the following categories of veterans under the Federal Law On Veterans: Veterans of the Great Patriotic War Veterans of combat operations in the USSR, Russian Federation and other countries Military service veterans					from the PBCS methodology
36	Expenses to organise and hold medical events for employees and their family members, total, including average expenses per employee		-	1,974 Average expenses per employee 0.02	5,056.7 Average expenses per employee 0.05	Employees, p. 132 Appendix 'Additional ESG data', p. 29, 40
37	Percentage of employees participating in corporate volunteering projects, and the total number of corporate volunteering projects		-	-	5.6	Contribution to local communities, p. 151 Appendix 'Additional ESG data', p. 42
38	Fines and penalties imposed on the organisation for non-compliance with labour laws	20	-	-	-	Employees, p. 128 No fines were imposed for violation of labour laws

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
39	Average number of children under the age of six per employee		0.2	0.2	0.2	Appendix 'Additional ESG data', p. 32
40	Average number of children per employee		-	-	-	Appendix 'Additional ESG data', p. 31
41	Percentage of parents having three or more children in the total number of employees		5.89	6.04	5.4	Appendix 'Additional ESG data', p. 31
42	Percentage of employees being in a registered marriage		-	-	-	
43	Amount of the one-time payment (including in the form of financial assistance) to employees after a birth of a child paid during the first year after the birth of the child		-	-	-	
44	The organisation has an occupational health and safety management system Yes/no					Occupational health and safety, p. 115
<b>III. Governance indicators</b>						
45	The organisation has a sustainability policy and/or other related strategic documents (sustainability strategy, environmental strategy, strategy for implementing prompt and long-term measures to adapt to climate change and mitigate anthropogenic impacts on the climate (climate strategy))		+	+	+	Sustainable Development, p. 71
46	The organisation has a management body or committee established under the collective management body of the organisation responsible for approving and monitoring the implementation		+	+	+	Sustainable Development, p. 71 Corporate governance, p. 169

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	of the sustainability policy and/or other related strategic documents (e.g. sustainability strategy, climate strategy)					
47	Inclusion of sustainability- and climate-related targets in the organisation's remuneration policy to determine management remuneration		+	+	+	Climate change and energy management, p. 85 Corporate governance, p. 172
48	Percentage of independent directors in the collective management body		67	67	67	Corporate governance, p. 163 Appendix 'Additional ESG data', p. 43
49	Percentage of female managers in the total number of managers, total, including in collective management bodies		33	33	33	Employees, p. 140 Appendix 'Additional ESG data', p. 43
50	Number of recorded violations of the rights of indigenous minorities of the Russian Federation		-	-	-	Contribution to local communities, p. 140
51	Percentage of employees holding positions exposed to high corruption risk		-	-	-	Not disclosed.
52	Average hours of anti-corruption training per employee		-	-	0.1	Information for 2025 is given for the Metals segment.
53	The organisation has a policy on managing risks, including climate risks, and/or other risk management documents		+	+	+	Climate change and energy management, p. 87 Occupational health and safety, p. 123 Internal control and risk management, p. 179
54	Cases of being held liable under the laws of the Russian Federation for violation of consumer rights		-	-	-	There were no such violations.
55	Number of recorded socially significant incidents (strikes)		-	-	-	There were no such incidents.
56	The organisation has a policy		+	+	+	Employees, p. 132

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	and/or other documents on applying principles of inclusion to the organisation's operations					<a href="#">Diversity and Equal Opportunities Policy</a>
57	The organisation has written obligations to take comprehensive measures to foster inclusion: ensure the accessibility of its own territories, premises and services for people with disabilities; run inclusion-related education and training programmes for its personnel; implement technical solutions to ensure the accessibility of workplaces for people with disabilities; create jobs for people with disabilities; and provide quarterly reports on the fulfilment of such obligations Yes/no		+	+	+	Employees, p. 133
58	Amount of claims under lawsuits filed against the issuer as a defendant:	31	-	-	0	Appendix 'Additional ESG data', p. 44
	Under lawsuits against current or former members of the issuer's management bodies	31.1	-	-	0	
	Under lawsuits challenging transactions in accordance with Articles 1731 and 174 of the Civil Code of the Russian Federation	31.2	-	-	0	
	Under lawsuits challenging resolutions of the issuer's management bodies, as well as disputes involving the issuer in other lawsuits related to violation of corporate laws	31.3	-	-	0	

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
59	Amount of satisfied claims under lawsuits involving the issuer as a defendant	32	-	-	0	Appendix 'Additional ESG data', p. 44
60	Amount of fines imposed on the organisation and its officers for violation of the laws of the Russian Federation on joint-stock companies and securities, and corporate relations in joint-stock companies	33	-	-	0	Appendix 'Additional ESG data', p. 44
<b>IV. Economic indicators</b>						
61	Revenue (its equivalent)		1,248,692	1,355,988	1,480,325	Sustainable development, p. 46 Appendix 'Additional ESG data', p. 8
62	Labour productivity		3.6	5.1	4.6	Appendix 'Additional ESG data', p. 9
63	Statutory payments accrued (excluding fines and penalties), total, including:	29	105,464	105,412	113,590	Appendix 'Additional ESG data', p. 8
	Taxes and levies	29.1	-	-	-	
	Insurance contributions	29.2	-	-	-	
	Other statutory payments	29.3	-	-	-	
64	Statutory payments made (excluding fines and penalties), total, including:	30	106,577	106,375	115,247	Appendix 'Additional ESG data', p. 8
	Taxes and levies	30.1	-	-	-	
	Insurance contributions	30.2	-	-	-	
	Other statutory payments	30.3	-	-	-	
65	Percentage of purchases of Russian goods, work and services in total purchases of goods, work and services		-	73	75	Supply chain management, p. 195 Appendix 'Additional ESG data', p. 46
66	Percentage of purchases of goods, work and services from small and medium-sized businesses in total purchases from Russian entities		-	27	12	Supply chain management, p. 197 Appendix 'Additional ESG data', p. 46
67	Amount of sustainable investments,		26,457	13,161	69,886	Appendix 'Additional ESG data', p. 9

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	including green investments, and percentage of such investments in total investments					
68	Amount of investments in projects related to the achievement of technological sovereignty and structural adaptation of the Russian economy, and the percentage of such investments in total investments  Ratio of the organisation's investments in projects related to the achievement of technological sovereignty and structural adaptation of the Russian economy to the organisation's total management expenses		1,624	457	2,896.2	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 77 Appendix 'Additional ESG data', p. 9
69	Total number of climate-vulnerable facilities, their percentage in the total number of fixed assets on the organisation's balance sheet		-	-	-	
70	Percentage of facilities for which a quantitative and/or qualitative assessment of climate risks was performed		-	-	-	Climate change and energy management, p. 89
71	Efficiency of climate change adaptation measures and/or cost-effectiveness of climate change adaptation measures implemented as part of corporate plans, strategies or programmes intended for climate change adaptation (if any)		-	-	-	Climate change and energy management, p. 90

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
72	Potential damage from exposure to climate risks		-	Up to 836 million rubles/year	Up to 836 million rubles/year	Climate change and energy management, p. 90
<b>V. Business reputation</b>						
73	Received ratings of responsible business conduct (ESG rating, sustainability ratings), inclusion of the organisation in sustainable development and responsible business indices and/or rankings Yes/no		+	+	+	Key figures, p. 13
<b>VI. Indicators demonstrating the organisation's contribution to the social welfare and strategic development of the Russian Federation not included in the other sections</b>						
<b>Preservation of the population, strengthening health and improving the wellbeing of people, supporting families</b>						
	Expenses of the organisation to implement family and parenthood support programmes		-	29.7	328.2	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Employees, p. 131 Appendix 'Additional ESG data', p. 40
74	Expenses of the organisation to implement family and parenthood support programmes as a percentage of the organisation's total management expenses		-	0.03	0.32	
75	Expenses of the organisation to implement occupational health and safety measures as a percentage of the organisation's total management expenses		-	9	7	Appendix 'Additional ESG data', p. 29
76	Expenses of the organisation to support the health of employees and local community members, including:		-	2,257.8	5,206.7	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 29, 42
	Expenses of the organisation to support the health of employees		-	1,974.0	5,056.7	
	Expenses of the organisation to support the health of local community members		-	283.8	150.03	

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	Expenses of the organisation to support the health of employees and local community members as a percentage of the organisation's total management expenses		-	0.17 (a) 0.15, b) 0.02)	5.05 (a) 4.9, (6) 0.14	
	Expenses of the organisation to develop healthcare infrastructure		424.1	283.8	150.03	Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 42
77	Expenses of the organisation to develop healthcare infrastructure as a percentage of the organisation's total management expenses		0.6	0.3	0.15	
	Expenses of the organisation to support socially vulnerable groups of people		217.6	178.6	333.8	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 42
78	Expenses of the organisation to support socially vulnerable groups of people as a percentage of the organisation's total management expenses		0.3	0.2	0.3	
	Expenses of the organisation to promote grassroots sports		-	41.7	746.9	Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41 Partially disclosed (for the Power segment in 2024)
79	Expenses of the organisation to promote grassroots sports as a percentage of the organisation's total management expenses		-	0.003	0.73	
<b>Self-fulfilment of each person, unlocking their talent, and fostering a patriotic and socially responsible personality</b>						
80	Expenses of the organisation to support education, including:		-	1,935.2	8,034.9	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Contribution to local communities, p. 153
	Expenses to support general		-	92.0	87.6	

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	education institutions					Appendix 'Additional ESG data', p. 42 Information on certain items of expenses is given for the Power segment in 2024.
	Expenses to support secondary vocational education institutions		-	14.0	51.6	
	Expenses to implement career guidance programmes and activities for children and young people		-	18.8	22.8	
	Expenses to support additional education for children and young people		-	8.7	4.6	
	Expenses to support higher education institutions		-	25.3	21.2	
	Expenses of the organisation to finance initiatives and projects aimed at fostering traditional Russian spiritual, moral, cultural and historical values		-	-	138.4	Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41 Information for 2025 is disclosed in the Metals segment.
81	Expenses of the organisation to finance initiatives and projects aimed at fostering traditional spiritual, moral, cultural and historical values as a percentage of the organisation's total management expenses		-	-	0.13	
	Volunteering expenses of the organisation		77.1	46.3	19.1	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41
82	Volunteering expenses of the organisation as a percentage of the organisation's total management expenses		0.1	0.05	0.02	
83	Expenses of the organisation to develop infrastructure for		39	334.6	182.9	Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	culture, art and folk art					
	Expenses of the organisation to develop infrastructure for culture, art and folk art as a percentage of the organisation's total management expenses		0.05	0.4	0.2	
<b>Comfortable and safe living environment</b>						
	Expenses of the organisation to improve the housing conditions of employees (local community members)		-	223.3	1,198.4	Contribution to the UN SDGs and the national goals of the Russian Federation, p.74 Employees, p. 131 Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41
84	Expenses of the organisation to improve the housing conditions of employees (local community members) as a percentage of the organisation's total management expenses		-	0.24	1.2	
	Expenses of the organisation related to improvement and comprehensive development of cities and other settlements		1,176.7	776.8	787.8	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 74 Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41
85	Expenses of the organisation related to improvement and comprehensive development of cities and other settlements as a percentage of the organisation's total management expenses		1.6	0.9	0.8	
	Expenses of the organisation to improve the quality of roads		-	0.02	79.9	Contribution to local communities, p. 153 Appendix 'Additional ESG data', p. 41 Partially disclosed (information for 2025 is disclosed in the Metals segment)
86	Expenses of the organisation to improve the quality of roads		-	0.000001	0.11	Partially disclosed (for the Power segment in 2024)

## ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	as a percentage of the organisation's total management expenses					
<b>Ecological well-being</b>						
87	Ratio of the organisation's expenses to implement environmental protection measures to the organisation's total management expenses		24	22	27	
<b>Sustainable and dynamic economy</b>						
	Expenses for corporate non-state pension and/or long-term savings schemes, total and per employee		-	311	-	Not disclosed
88	Expenses for corporate non-state pension and/or long-term savings schemes as a percentage of the organisation's total management expenses		-	0.02	-	
	Expenses of the organisation to implement projects aimed at enhancing the tourism appeal of the Russian Federation		9.2	11	11.3	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 75
89	Expenses of the organisation to implement projects aimed at enhancing the tourism appeal of the Russian Federation as a percentage of the organisation's total management expenses		0.01	0.01	0.01	
<b>Technological leadership</b>						
90	Ratio of the organisation's investments in projects related to the achievement of technological sovereignty and structural adaptation of the Russian economy to the		2.2	0.51	2.8	Not disclosed

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	organisation's total management expenses					
91	Total research and/or development expenses of the organisation		1,914	2,300	2,900	Contribution to the UN SDGs and the national goals of the Russian Federation, p. 75 Responsible business practices, p. 206 Appendix 'Additional ESG data', p. 46
	Research and/or development expenses as a percentage of the organisation's total management expenses		2.6	2.6	2.8	
<b>Digital transformation of the public administration, economic and social sectors</b>						
92	Expenses of the organisation to finance projects to develop and implement Russian IT solutions, including data storage and processing solutions, aimed at import substitution, including those implemented by start-ups		-	-	846,000	Information for 2025 is given for the Power segment.  Contribution to the UN SDGs and the national goals of the Russian Federation, p. 77 Appendix 'Additional ESG data', p. 46
93	Ratio of the organisation's expenses to finance projects to develop and implement Russian IT solutions aimed at import substitution, including those implemented by start-ups, to the organisation's total management expenses		-	-	0.82	
94	Information security expenses of the organisation  Ratio of the organisation's information security expenses to the organisation's total management expenses		-	-	0.02	
95	Ratio of the organisation's digital security expenses to the organisation's		-	-	-	Not disclosed

ADDITIONAL ESG DATA

PBCS indicator	Description	Bank of Russia indicator	Quantitative data			Reference/Comment
			2023	2024	2025	
	total management expenses					

## ADDITIONAL ESG DATA

## List of ESG indicators to be disclosed by entities engaged in the generation of electric (heat) power in line with the recommendations of the NP Market Council Association

No.	Indicator	Reference/Comment
1.1	Environmental management system	Environment protection, p. 100
1.2	Environmental violations, accidents or emergencies	Appendix 'Additional ESG data', p. 17
1.3	Share of funds used to implement climate projects	Not disclosed More information about the Company's climate projects and investments in their implementation is given in the " <a href="#">En+ Pathway to net zero progress</a> " report
1.4	Share of funds used to implement environmental projects	Appendix 'Additional ESG data', p. 92
1.5	Monitoring of the state and pollution of the environment during the implementation of climate projects	Partially disclosed Climate change and energy management, p. 96
1.6	Implementation of BAT	In a bid to minimise its environmental impact, the Company deploys best available technologies at its operating facilities BAT technologies are assessed for conformity during the acquisition of integrated environmental permits for facilities
1.7	Energy intensity	Climate change and energy management, p. 97 Appendix 'Additional ESG data', p. 14
1.8	Reduced energy consumption (y-o-y changes in the indicator)	Climate change and energy management, p. 97 Appendix 'Additional ESG data', p. 15
1.9	Electricity generation efficiency: <ul style="list-style-type: none"> <li>Specific fuel consumption for the generation of 1 MWh of electricity</li> <li>Specific water consumption for the generation of 1 MWh of electricity</li> </ul>	Appendix 'Additional ESG data', p. 14 The methodology used is different from the proposed one
1.10	Share of renewable and low-carbon generating facilities in the structure of installed capacity of generating facilities (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 15
1.11	Installed capacity utilisation rate of plants based on the use of renewable and low-carbon energy sources (weighted average value by plant) (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 15 The methodology used is different from the proposed one
1.12	Electricity generation using renewable and low-carbon energy sources (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 15 The methodology used is different from the proposed one
1.13	Volume of heat production in the combined generation mode with renewable and low-carbon energy (y-o-y changes in the indicator)	Not applicable
1.14	GHG emissions per 1 MWh of electricity generated (weighted average by plant) (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 12 The methodology used is different from the proposed one
1.15	GHG emissions attributable to the production of 1 Gcal of heat energy (y-o-y changes in the indicator)	Not disclosed
1.16	Management of GHG emissions in the course of business operations: <ul style="list-style-type: none"> <li>Adaptation of the general regulatory methodology for quantifying direct and indirect GHG emissions to</li> </ul>	Climate change and energy management, p. 95 Appendix 'Additional ESG data', p. 10

## ADDITIONAL ESG DATA

No.	Indicator	Reference/Comment
	<p>specific business conditions and regular quantification of such emissions</p> <ul style="list-style-type: none"> <li>• Implementation of a programme on GHG emissions reduction and/or increase in GHG removal</li> <li>• Compliance with best business practices</li> <li>• Publication and verification of carbon reporting complying with Russian and international standards and requirements</li> </ul>	
1.17	Self-diagnostics/diagnostics according to ISO 14001 and 14040	Environment protection, p. 100
1.18	<p>Cumulative impact</p> <ul style="list-style-type: none"> <li>• Cumulative impacts mean impacts that arise as a result of additional impact on the area of activity or resources used in a project or directly affected by the impact of a project, as a result of other existing, planned or realistically established circumstances during the process of identifying risks and impacts</li> </ul>	Environment protection, p. 105
1.19	Efficient use of auxiliary resources, wastewater discharge	Appendix 'Additional ESG data', p. 21
1.20	<p>Waste management</p> <ul style="list-style-type: none"> <li>• Share of recycled and neutralised waste in the total amount of waste generated, %</li> <li>• Waste of hazard classes I-IV generated, % of the total volume</li> </ul>	<p>Environment protection, p. 103</p> <p>Appendix 'Additional ESG data', p. 23</p>
2.1	Compliance with the fundamental declarations, conventions and recommendations of the International Labour Organisation (ILO)	Employees, p. 128
2.2	Regulation of labour relations and human rights	Employees, p. 135
2.3	Occupational health and safety policies and procedures	Occupational health and safety, p. 114
2.4	<p>Stakeholder engagement</p> <ul style="list-style-type: none"> <li>• Stakeholder engagement plan and policy</li> <li>• Disclosure of relevant information</li> <li>• Regular communication of information on ESG activities to the public</li> </ul>	Stakeholder engagement, p. 82
2.5	Self-diagnostics/diagnostics according to ISO 45001 (y-o-y changes in the indicator)	<p>Sustainable Development, p. 73</p> <p>Occupational health and safety, p. 115</p>
2.6	<p>Indicators for monitoring and reporting (y-o-y changes in the indicator)</p> <ul style="list-style-type: none"> <li>• Number and structure of employees participating in activities related to a high risk of accidents or work-related ill health</li> <li>• Number of hours of environmental training (rational use of resources)</li> <li>• Number of work-related injuries (including fatalities), types of injuries or work-related ill health</li> <li>• Average number of training hours per year per employee, with a breakdown by gender (male and female)</li> <li>• Average number of hours of anti-corruption training per year per employee</li> </ul>	<p>Appendix 'Additional ESG data'</p> <p>Partial disclosure in terms of:</p> <ul style="list-style-type: none"> <li>• Number of hours of environmental training</li> <li>• Average number of hours of anti-corruption training per year per employee</li> </ul>
2.7	Ratio of entry-level wages of employees of different genders to the established minimum wage in the regions of presence of the company (with an indication of the average wage by region) (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 34

## ADDITIONAL ESG DATA

No.	Indicator	Reference/Comment
2.8	Investments in the social sphere of the company's employees (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 40
2.9	Occupational health and safety expenses (y-o-y changes in the indicator)	Appendix 'Additional ESG data', p. 29
2.10	Investments in socially important infrastructure, regional, social and charitable programs in the regions of presence, including through joint programs with regional authorities and communities	Contribution to local communities, p. 142 Appendix 'Additional ESG data', p. 41
2.11	Annual expenses on employee training per employee	Appendix 'Additional ESG data', 34
2.12	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees, p. 131
2.13	Categories of employees <ul style="list-style-type: none"> <li>• Share of employees under 35, %</li> <li>• Share of working pensioners, %</li> </ul>	Appendix 'Additional ESG data', p. 33 The methodology used is different from the proposed one
2.14	Employee turnover	Employees, p. 139 Appendix 'Additional ESG data', p. 32, 33
2.15	Employee performance and career development	Employees, p. 131
2.16	Causes of equipment failures and accidents	Occupational health and safety, p. 122 Internal control and risk management, p. 185
2.17	Industrial safety and reliability risks	Occupational health and safety, p. 122
3.1	Involvement and the level of competence of the BoD/Management Board/executive bodies in the area of the sustainability and ESG agenda	Sustainability management, p. 70 Corporate governance, p. 167
3.2	Total expenditures on research and development aimed at improving energy efficiency, reducing greenhouse gas emissions and other beneficial effects in the area of climate and environment	Appendix 'Additional ESG data', p. 16 General R&D data are disclosed
3.4	Public non-financial reporting <ul style="list-style-type: none"> <li>• Preparation of an annual progress report on sustainable development (including ESG) in accordance with national and international standards and recommendations</li> </ul>	About the Report, p. 4
3.5	Affiliates <ul style="list-style-type: none"> <li>• List of affiliated legal entities that may directly or indirectly affect the company's financial and non-financial performance</li> </ul>	The list of affiliated entities is available on <a href="#">the Company's website</a>
3.6	Cases of corruption	Corporate ethics and compliance, p. 190 Appendix 'Additional ESG data', p. 45
3.7	Effectiveness of management measures <ul style="list-style-type: none"> <li>• Assessment of the quality of work of the Board of Directors or another collegial management body</li> </ul>	Corporate governance, p. 165
3.8	GR work	Contribution to local communities, p. 140
3.9	Compliance risks <ul style="list-style-type: none"> <li>• Assessment of compliance with applicable laws, internal standards and other mandatory documents</li> </ul>	Corporate ethics and compliance, p. 189
3.10	Credit and ESG rating	Key figures, p. 13
3.11	Asset management system	The asset management system is implemented partially Based on the results of asset management,

## ADDITIONAL ESG DATA

No.	Indicator	Reference/Comment
		measures have been developed to improve the efficiency of asset management
3.12	Corporate governance system	Corporate governance, p. 154
3.13	Energy management system	Climate change and energy management, p. 84
3.14	Maintenance and repair management system	The maintenance and repair management system is implemented partially Based on the results of energy management, measures have been developed to improve the effectiveness of maintenance and repair
3.15	Environmental and social assessment of suppliers and contractors	Supply chain management, p. 193

## ADDITIONAL ESG DATA

## Contents by Sustainability Indexes

N°	Indicator	Reference/Response
<b>Responsibility and Transparency Index</b>		
<b>Economic, social and environmental indicators</b>		
1	Labour productivity	Appendix 'Additional ESG data', p. 9
2	CAPEX/investments	Financial review, p.53 Investment programme and modernisation, p. 64
3	Taxes paid	Appendix 'Additional ESG data', p. 9
4	High quality of products and services	Responsible business practices, p. 198
5	Share of purchases from local suppliers	Supply chain management, p. 194 Appendix 'Additional ESG data', p. 46
6	Innovation management	Responsible business practices, p. 206
7	Headcount	Employees, p. 128 Appendix 'Additional ESG data', p. 30
8	Personnel characteristics	Employees, p. 131
9	Occupational health and safety (performance)	Occupational health and safety, p.114 Appendix 'Additional ESG data', p.27
10	OHS costs	Appendix 'Additional ESG data', p. 29
11	Occupational health and safety management systems	Occupational health and safety, p. 115
12	Payroll	Employees, p. 139 Appendix 'Additional ESG data', p. 34
13	Expenses on social programmes for personnel	Employees, p. 131
14	Number of beneficiaries of social programmes for personnel	Appendix 'Additional ESG data', p. 41
15	Remuneration of management	Corporate governance, p. 172 Appendix 'Additional ESG data', p. 44
16	Employee turnover	Employees, p. 139 Appendix 'Additional ESG data', p. 32, 33
17	Employee training	Employees, p. 135 Appendix 'Additional ESG data', p. 34
18	Employee training costs	Employees, p. 135 Appendix 'Additional ESG data', p. 34
19	Labour relations	Employees, p. 140
20	Respect for human rights	Employees, p. 135
21	Air emissions	Environment protection, p. 110 Appendix 'Additional ESG data', p. 18
22	GHG emissions	Climate change and energy management, p. 95 Appendix 'Additional ESG data', p. 11
23	Energy consumption and energy efficiency	Climate change and energy management, p. 97 Appendix 'Additional ESG data', p. 13

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
24	Water consumption (the indicator is irrelevant for entities operating in financial markets)	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
25	Discharges into water bodies (the indicator is irrelevant for entities operating in financial markets)	Environment protection, p. 111 Appendix 'Additional ESG data', p. 21
26	Waste management	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
27	Environmental costs	Environment protection, p. 110 Appendix 'Additional ESG data', p. 10
28	Environmental management systems	Environment protection, p. 100
29	Recording and assessment of environmental risks of funded projects (the indicator is relevant for entities operating in financial markets. It is factored in instead of indicator No. 24, which is irrelevant for such entities. It is factored out for entities operating in other industries)	Not applicable
30	Financing environmental projects and programmes (the indicator is relevant for entities operating in financial markets. It is factored in instead of indicator No. 25, which is irrelevant for such entities. It is factored out for entities operating in other industries)	Not applicable
31	Social investments	Contribution to local communities, p. 14 Appendix 'Additional ESG data', p. 41
<b>Employees management and engagement</b>		
32	Details of the Board of Directors: structure, independence, areas of activity, performance review	Corporate governance, p. 159
33	Involvement of senior management in administering CSR and sustainability issues	Sustainability management, p. 70 Corporate governance, p. 169
34	Incorporation of sustainability risks into the key risk management system and events to mitigate sustainability risks	Internal control and risk management, p. 181
35	New opportunities in the area of sustainable development	Responsible business practices, p. 197
36	Availability of the code of ethics, its fundamental principles and incorporation mechanisms	Corporate ethics and compliance, p. 187
37	Anti-corruption: policy, mechanisms, activities, outcomes	Corporate ethics and compliance, p. 187
38	Availability of the corporate sustainability (CSR) policy: contents, reference to the document	The Company has approved Policies on certain sustainability areas. References to documents are located in the relevant sections.
39	Refinement of sustainability (CSR) approaches in corporate policies <ul style="list-style-type: none"> <li>• in the area of environmental protection: contents, reference to the document</li> <li>• in the area of staff relations / HR policy (strategy): contents, reference to the document</li> <li>• in the area of occupational health and industrial safety: contents, reference to the document</li> <li>• in the area of community support (regional policy, external social policy): contents, reference to the document</li> </ul>	Sustainability management, p. 70 Occupational health and safety, p. 113 Environment protection, p. 98 Employees, p. 128 Contribution to local communities, p. 142

## ADDITIONAL ESG DATA

N°	Indicator	Reference/Response
40	CSR/sustainability management across the supply chain: policies, mechanisms, metrics	Supply chain management, p. 192
41	Incorporation of CSR and sustainability KPIs in into the company's strategic KPI system	Corporate governance, p. 172
42	Structure of managing CSR and sustainability activity	Sustainability management, p. 72
43	Areas and formats of government relations, key programmes/projects	Contribution to local communities, p. 142
44	Areas and formats of community engagement, key projects	Contribution to local communities, p. 142
<b>Indicators of the Sustainability Vector Index</b>		
1	Labour productivity rate	Appendix 'Additional ESG data', p. 9
2	Occupational health, industrial safety	Occupational health and safety, p. 114
3	Remuneration and expenses on social programmes for personnel	Employees, p. 139 Appendix 'Additional ESG data', p. 34, 40
4	Employee training	Employees, p. 135 Appendix 'Additional ESG data', p. 33
5	Employee turnover rate	Employees, p. 139 Appendix 'Additional ESG data', p. 33
6	Air emissions	Environment protection, p. 110 Appendix 'Additional ESG data', p. 18
7	GHG emissions	Climate change and energy management, p. 95 Appendix 'Additional ESG data', p. 11
8	Water consumption and discharges into water bodies (irrelevant for the financial sector)	Environment protection, p. 111 Appendix 'Additional ESG data', p. 20
9	Energy consumption and energy efficiency	Climate change and energy management, p. 97
10	Waste management	Environment protection, p. 112 Appendix 'Additional ESG data', p. 23
11	Social investments	Contribution to local communities, p. 142 Appendix 'Additional ESG data', p. 41
12	Governance (involvement of senior management in sustainability control)	Sustainability management, p. 70 Corporate governance, p. 169
13	Risks and opportunities management	Internal control and risk management, p. 178
14	Focus of sustainability/CSR activity	Sustainability management, p. 70