

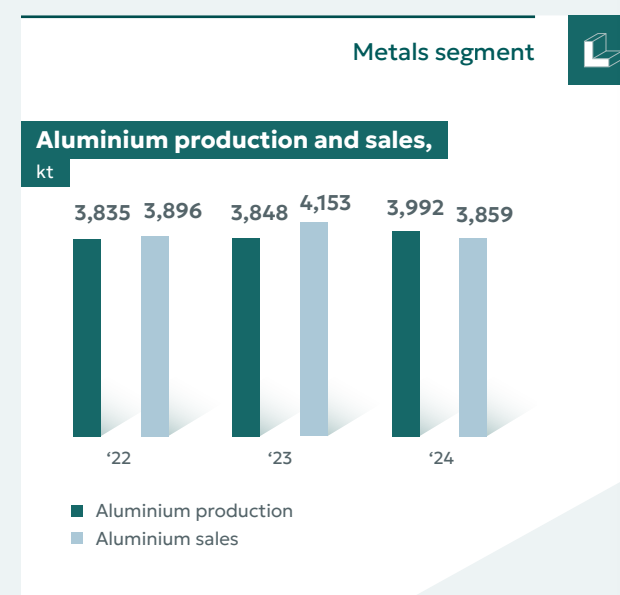
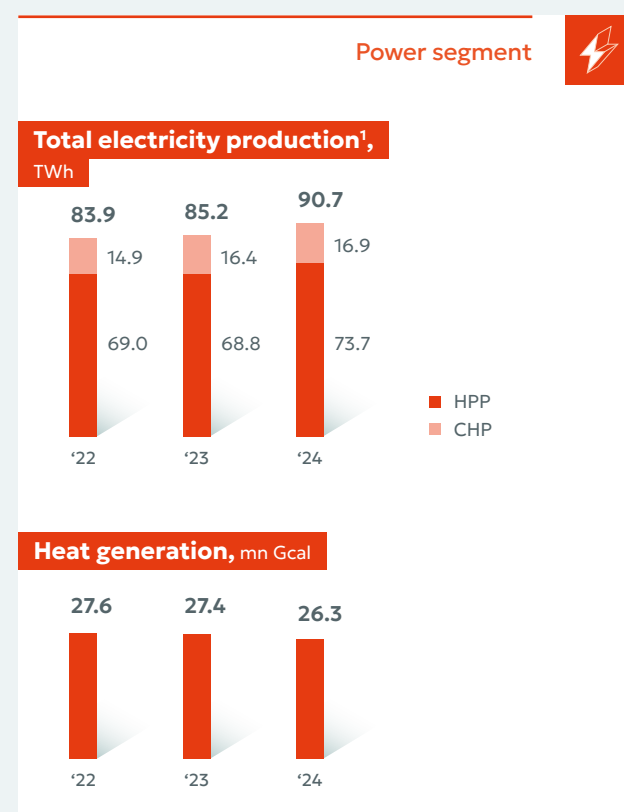


Key figures

Current geopolitical tensions and new economic restrictions are resulting in volatility in the financial, commodities, and currency markets, as well as in changes in supply chains and refusal of certain suppliers to fulfil previously agreed upon obligations.

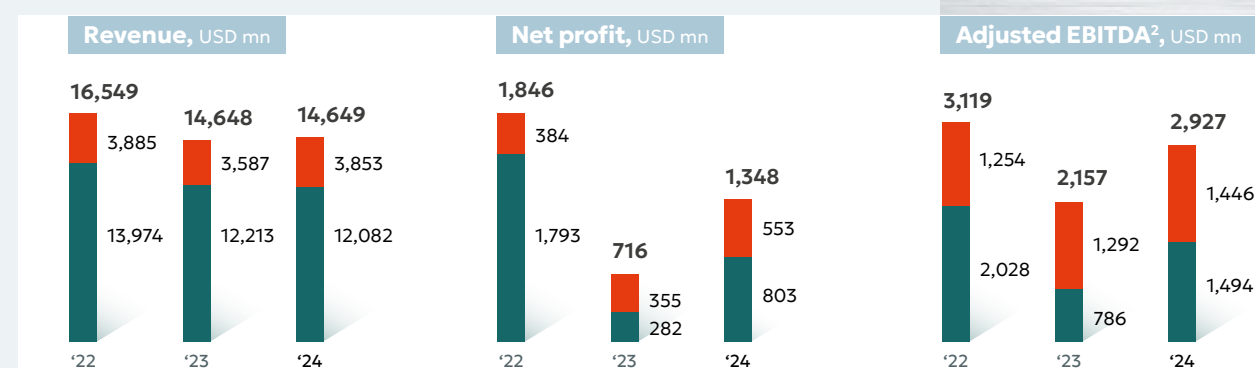
Nevertheless, the Company has leveraged its effective management model to quickly restructure raw-material supplies and logistics operations as well as successfully diversify sales channels.

Operational performance



For more details, see the [Business Review](#) section on pages 28-43

Financial performance



¹ Excluding Onda HPP (with the installed capacity of 0.08 GW), located in the European part of Russia, leased to RUSAL since October 2014.

2024

- En+ Group's Board of Directors approved the appointment of Vladimir Kolmogorov as CEO of the Company effective 23 May 2024.
- As a result of competitive capacity auctions for new generating facilities, three projects of the Group to construct power units at CHP-11 in Usolye-Sibirskoye (Irkutsk Region) were selected.
- En+ Group and the Government of the Republic of Buryatia signed an agreement on cooperation to implement the Moksky hydropower complex construction project. This project includes the construction of two hydropower plants – Mokskaya HPP and its compensating facility, Ivanovskaya HPP.
- The Group's Metals segment, RUSAL, underwent international verification of the carbon footprint of the primary metal produced using the inert anode technology under the ALLOW INERTA brand – its carbon footprint is 0.01 tonnes of CO₂e per tonne of aluminium (Scope 1 and 2).
- ACRA improved the credit rating of En+ Group IPJSC to A(RU) with a stable outlook.

2025

China Chengxin Green Finance Technology (Beijing) Ltd. assigned an ESG rating to En+ at the level of

“A-”

The Group's Metals segment launched a pilot facility capable of producing

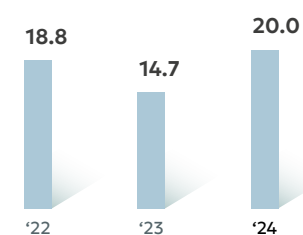
1.5 tonnes
of scandium oxide per year

USD

14,649 mn

En+ Group's 2024 revenue

Adjusted EBITDA margin, %



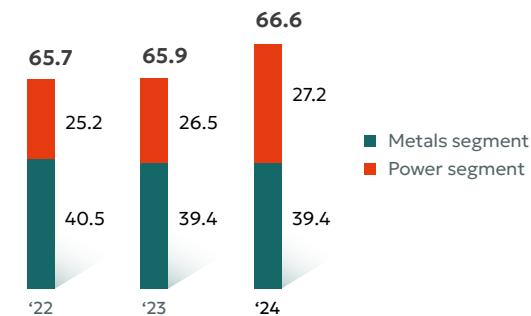
■ Metals segment
■ Power segment

For more details, see the [Financial Review](#) section on pages 44-69

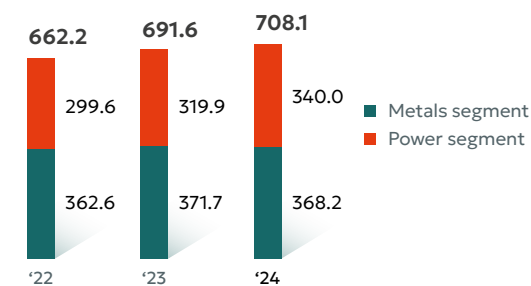
² Adjusted EBITDA for any period represents the operating results adjusted for amortisation and depreciation, impairment charges, and gain/loss on disposal of property, plant and equipment for the relevant period.



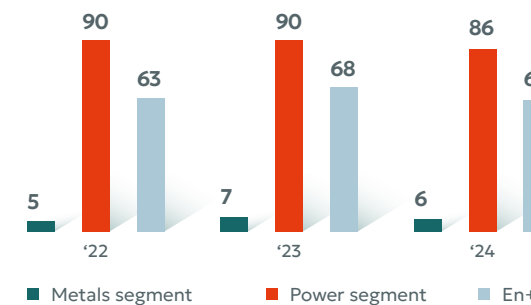
GHG emissions, mt CO₂e¹



Air emissions, kt



Share of total waste reused or recycled, %



ESG RATINGS

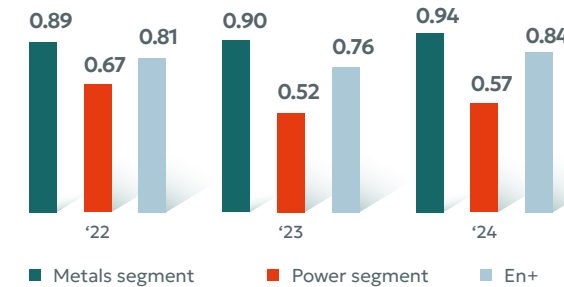
1 “A” rating (very high level of commitment to incorporate sustainability considerations into key decisions) from Expert RA

2 “A-” rating from the Chinese rating agency CCGFX

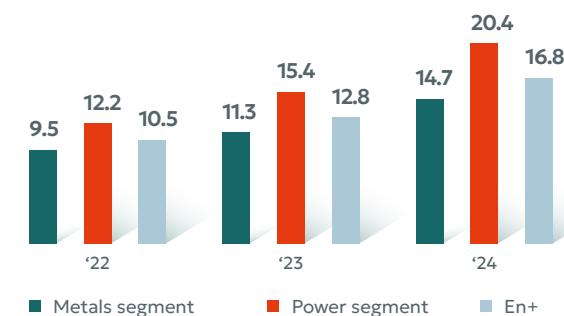
3 A leader in the Contribution to the National Goals award according to the Environment-People-Government rating of Russian businesses



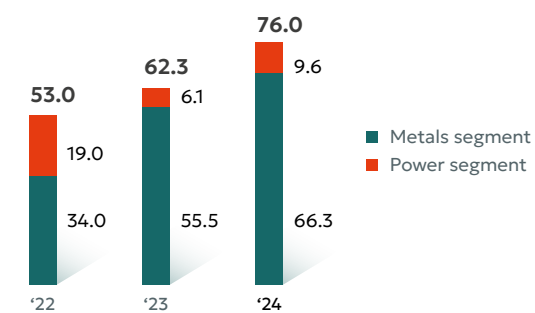
LTIFR²



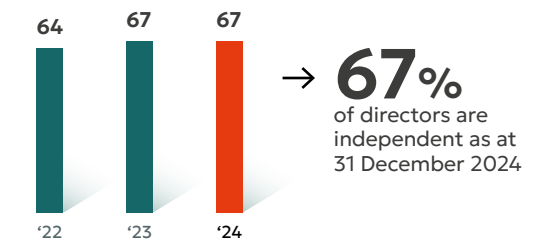
Employee turnover, %



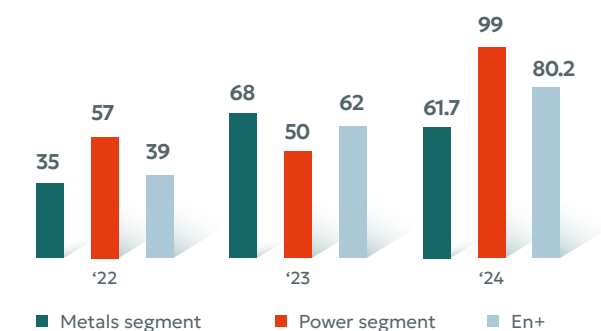
Social investments, USD mn³



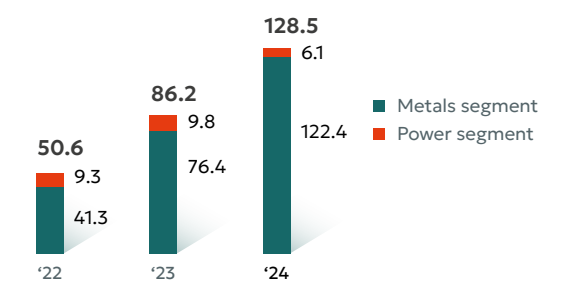
Share of independent directors as at 31 December, %



Share of purchases from local suppliers, %



Total economic benefit from the implementation of business system projects and suggestions, USD mn



4 A leader in the ESG ranking of Russian industrial companies according to the National Rating Agency

5 A leader in the ESG transparency ranking among Russian companies and banks according to Expert RA

6 Platinum award in the Forbes ranking of best Russian employers

7 Highest A-rating in the Responsibility and Transparency Index

¹ Direct (Scope 1) and indirect (Scope 2 and 3) GHG emissions.

² Lost Time Injury Frequency Rate per 1 million hours.

³ Hereinafter, unless otherwise stated, calculated based on the average USD/RUB exchange rate in 2024 of RUB 92.52 per USD.