







Stakeholder engagement



GRI 2-13, 2-25, 2-26, 2-29, 3-3

Matters of concern in 2024	Engagement methods		Detailed information
	Main	Additional	
Associations and initiatives			
<ul style="list-style-type: none">• Promotion of hydropower• Adaptation of HPPs to climate change• Promotion of renewable energy certificates• Circular economy• Energy efficiency	<ul style="list-style-type: none">• Participation in working groups and committees• Participation in dedicated forums and conferences• Corporate reporting and website publications	<ul style="list-style-type: none">• Annual feedback collection as part of the Consolidated Report preparation• Public assurance of sustainability reporting	<div> Investment Programme and Modernisation section</div> <div>Climate Change and Energy Management section</div> <div>Environmental Protection section</div>
Suppliers and customers			
<ul style="list-style-type: none">• Import substitution of goods and services• Supplier qualification conditions• ESG accreditation of suppliers• Carbon footprint of products	<ul style="list-style-type: none">• Supplier portal• Tender platforms• Signal corporate hotline	<ul style="list-style-type: none">• Participation in dedicated forums and conferences• Email communication, official correspondence• Annual feedback collection as part of the Consolidated Report preparation	<div> Supply Chain Management section</div> <div>Business Review section</div> <div>Responsible Business Practices section</div>
En+ Group employees			
<ul style="list-style-type: none">• Motivation and remuneration• Social support for employees• Career development and personal advancement opportunities• Safe work environment	<ul style="list-style-type: none">• Intranet portal for employees• Annual Q&A sessions with the management team• Your Voice annual employee satisfaction and engagement survey• Signal corporate hotline• Contact with trade unions and worker committees	<ul style="list-style-type: none">• Annual feedback collection as part of the Consolidated Report preparation	<div> Employees section</div> <div>Corporate Ethics and Compliance section</div> <div>Occupational Health and Safety section</div>

Matters of concern in 2024	Engagement methods		Detailed information
	Main	Additional	
Government authorities			
<ul style="list-style-type: none">• Regulatory compliance• Contribution of the Company to the economy and sustainable development	<ul style="list-style-type: none">• Corporate reporting and website publications• Provision of access and necessary information to supervisory authorities• Email communication, official correspondence• Participation in workshops, round tables and ministerial, interagency, and regional meetings	<ul style="list-style-type: none">• Annual feedback collection as part of the Consolidated Report preparation	<div> Corporate Ethics and Compliance section</div> <p>For more details on the contribution to the National Development Goals and the UN SDGs, see the Sustainability Management section</p>



Matters of concern in 2024	Engagement methods		Detailed information
	Main	Additional	
Non-profit organisations (NPOs) and local communities			
<ul style="list-style-type: none">• Improvement of the urban infrastructure in the regions of responsibility• Implementation of social and charity projects	<ul style="list-style-type: none">• Community liaison offices in the Company's cities and towns of responsibility• PLUS public space• Annual community surveys• Organisation of public events• Grant competitions to support local NPO initiatives• Participation in dedicated forums and conferences	<ul style="list-style-type: none">• Corporate reporting• Email communication, official correspondence• Public assurance of sustainability reporting• Annual feedback collection as part of the Consolidated Report preparation	<div> Contribution to Local Communities section</div> <p>The public opinion in the operating regions is analysed as part of preparing the Sustainable Cities Responsibility Index</p> <p>For more details, see the Contribution to Local Communities section</p>
Metal and stock exchanges			
<ul style="list-style-type: none">• Disclosure of financial performance• Transparent corporate governance and sustainable development practices	<ul style="list-style-type: none">• Corporate reporting and disclosure of information about material events on the corporate website• Email communication, official correspondence• Disclosure of information under exchange rules	<ul style="list-style-type: none">• Annual feedback collection as part of the Consolidated Report preparation	<div> For more details on disclosure channels, see the Information for Shareholders and Investors section</div> <p>Corporate Governance section</p>

Matters of concern in 2024	Engagement methods		Detailed information
	Main	Additional	
Rating agencies (including ESG rating agencies)			
<ul style="list-style-type: none">• Transparent corporate governance practices• Invitation to participate in sustainability ratings, competitions, and conferences• Questions regarding the calculation of environmental, energy efficiency, OHS, and employer social responsibility indicators	<ul style="list-style-type: none">• Provision of information as part of assignment of ratings• Corporate reporting and disclosure of information about material events on the corporate website• Email communication, official correspondence	<ul style="list-style-type: none">• Public assurance of sustainability reporting• Annual feedback collection as part of the Consolidated Report preparation	<div> Corporate Governance section</div> <div>ESG Databook</div>
Shareholders, investors, and financial analysts			
<ul style="list-style-type: none">• Provision of information on the energy and aluminium market developments• Clarifications on financial performance changes• New investment projects• Distribution of profits• Digitalisation projects	<ul style="list-style-type: none">• General meeting of shareholders• Mandatory issuer disclosures• Corporate reporting and website publications	<ul style="list-style-type: none">• Annual feedback collection as part of the Consolidated Report preparation	<div> Business Review section</div> <div>Financial Review section</div> <div>Investment Programme and Modernisation section</div> <div>Information for Shareholders and Investors section</div> <div>Responsible Business Practices section</div>

