

Contribution to local communities

RUB 7.0 bn
(USD 76 mn) – total social investments by En+ Group

>5,000 employees
participating in volunteer programmes



- Stakeholder Engagement Policy

Material topic
Community engagement



Management

GRI 3-3, 203-2

En+ Group promotes the economic development of its regions of responsibility through active engagement with local communities and employment of their representatives. The Company gives priority to local candidates when recruiting and hiring employees.

GRI 2-29

The Company’s operations in the regions of presence are governed by the Stakeholder Engagement Policy. The document formalises the core principles and procedures for liaising with government bodies, local communities, non-profit organisations (NPOs), and the Company’s employees living within its areas of responsibility.

GRI 411-1, 14.11.2, SASB EM-MM-210a.2

When engaging with local communities, En+ Group pays special attention to observing the rights of indigenous minorities. The Company does not operate in the territories or near the places where they live and avoids actions that entail the need for resettlement. In 2024, no violations of the rights of indigenous minorities and no instances of forced resettlement were recorded.

GRI 413-1, SASB EM-MM-210a.3

The Company’s social investments are aimed at developing infrastructure facilities, increasing the availability of educational and medical services, and supporting cultural and sports initiatives. To identify the needs and expectations of local people, the Company annually conducts a social survey for subsequent development of special-purpose programmes to solve the most pressing problems of local communities. Moreover, En+ Group routinely hosts forums and meetings with local community members and actively engages local communities in the Company’s volunteer projects.



GRI 3-3, 14.10.1

Sustainable Cities
Responsibility Index

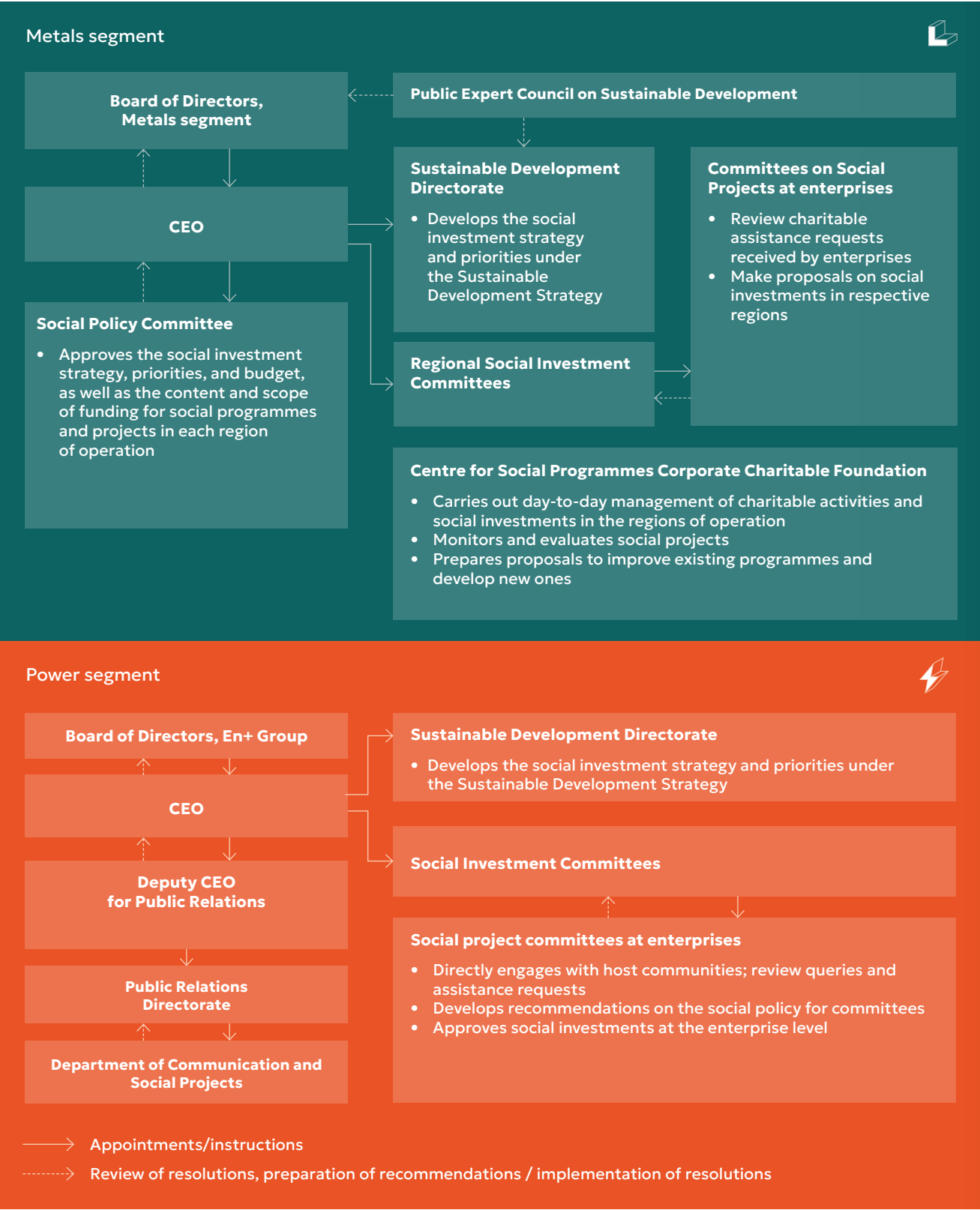
The Sustainable Cities Responsibility Index is a tool for a comprehensive assessment of the appeal the Company’s regions of responsibility have as a place to live and work. The Index helps identify priority areas for the development of local communities and measure the public effect from the implementation of En+ Group’s social projects within its areas of responsibility. The 2023 assessment of the regions of responsibility included more than 40 cities and municipalities, with the total number of respondents exceeding 7,500 people.

The identified areas for improvement facilitated the allocation of En+ Group’s community investments designed to improve the quality of life in the regions in which it operates. In 2025, the Group intends to allocate 100% of its social investments based on the Index.

For more details on the Index, see the Appendix Additional ESG information

GRI 2-13

En+ Group’s social investment and project management structure



Support for environmental projects

GRI 203-2

The Company implements environmental initiatives in cooperation with volunteers, non-profit organisations,

and national parks. En+ Group’s environmental projects are focused on preserving natural ecosystems and biodiversity and providing local communities with environmental education.

Project	Objective	Investments	2024 results
Power segment			
Project 360 environmental volunteer initiative	Protecting Lake Baikal and protected areas from negative environmental impacts		<p>The project was supplemented with such activities as clean-up events, arrangement of eco-trails, improvement of the tourist infrastructure, and maintenance of protected areas.</p> <p>83 environmental campaigns were run in 13 Russian cities (+2 compared to 2023) with the participation of 48 municipalities.</p> <p>5,216 En+ Group’s corporate environmental volunteers and city residents took part in the campaigns and collected 186 tonnes of waste.</p>
Metals segment			
River Day Marathon annual environmental initiative	Cleaning the banks of rivers and other water bodies within areas of responsibility	RUB 1.7 mn (USD 18,300)	The event was held in 15 cities where the Group operates. More than 2,500 volunteers cleaned the banks of water bodies from 40 tonnes of waste.
Green Wave traditional environmental initiative	Running urban greening initiatives selected on the basis of the Sustainable Cities Responsibility Index study	RUB 5 mn (USD 54,000)	400 trees and shrubs were planted in 22 cities by the initiative participants.



Baikal Plastic Free Alliance

In 2022, the Company launched the Baikal Plastic Free Alliance, with the goal of shifting how the public views the issue of plastic pollution affecting the lake and its nearby areas. The alliance comprises more than 25 companies (+3 companies in 2024), including business representatives, research organisations, non-profit and public organisations. Baikal Plastic Free supports limiting the distribution of disposable plastic items within the core ecological region of the Baikal Natural Area, implementing separate waste collection and waste recycling, and educating visitors on the significance of protecting the water body.

 For more details on the Company’s environmental initiatives, see the [Environmental Protection](#) section

In 2024, a number of events were held under the auspices of the alliance:

Raising fishing nets

The expedition was conducted with the assistance of the Angara-Baikal Territorial Administration of the Federal Fisheries Agency. More than 4 km of fishing gear and 400 kg of other waste were lifted from the lake.

Eco-lessons for children

Interactive lectures and lessons were held in summer camps in Irkutsk and the Irkutsk Region, where children were told about the unique ecosystem of Lake Baikal, introduced to the fauna and flora of the water body, and explained the importance of environmentally friendly habits.

Hackathon

The three-day hackathon "Plastisphere is not our world" for students was held at Irkutsk National Research Technical University (IRNTU). More than 50 participants developed projects focused on promoting the concepts of a circular economy, addressing microplastic contamination, and fostering a mindset of responsible consumption.

Creative competitions

A travelling exhibition of photographs of Buryat photo artists "Dalai/The Sea" was held in 2024, where visitors got acquainted with the unique ecosystem of the lake. In addition, the alliance organised a contest "Baikal Evolution: People and Meanings" to create art objects from waste, mostly plastic. Each submitted project incorporated at least 70% of recycled content, with half of the materials being recyclable. The exhibition of the participants' works was held in Irkutsk. The alliance also held a contest of videos and photos for schoolchildren called Baikal Plastic Free, the participants of which shot photographs and videos regarding the pollution of the lake.

Ballet on Lake Baikal

The goal of the festival is to draw public attention to the problem of pollution of Lake Baikal. In 2024, soloists from the Bolshoi Theatre, the Mongolian Opera and Ballet Theatre, as well as graduates of the Buryat Choreographic College performed excerpts from classical works on the lake shore.

Support for education


GRI 203-2

The Company implements professional development and support programmes for talented young people, provides targeted assistance to educational institutions, and participates in career guidance events.

The En+ programme “Knowledge with a Plus Sign” became the winner of the national award “Leaders of Responsible Business” in the nomination “Ensuring Technological Leadership”.

Project	Objective	Investments	2024 results
Power segment			
Krasnoyarsk 5.0 national championship	Creating a professional environment for future robotics engineers		More than 2,500 people took part in the championship.
Knowledge with a Plus Sign is a comprehensive programme to advance education in the Group’s regions of operation and promote the job of a power engineer among local community members.			
Energy School	Educating school students interested in the power industry	Over RUB 5 mn (USD 54,000)	Over 100 schools in the Irkutsk Region are participating in the project. 184 events were held. More than 1,000 school students are participating in the 3rd year of the project. A total of 4,777 individuals (including parents and teachers) have registered on the Energy School’s portal.
Energy Classes	Free tutoring for the Unified State Examinations for admission to universities focusing mainly on specialties required in the energy sector	Over RUB 2 mn (USD 21,000)	46 school students attended Energy Classes and 74% of them were admitted to Irkutsk National Research Technical University (INRTU) and Bratsk State University (BrSU) where they will study for a degree in power engineering.
Multilabs	Establishing state-of-the-art centres of competencies in robotics, electronics, engineering design, and multimedia	RUB 66.2 mn (USD 715,000)	Three multilabs were launched in Bratsk, Nizhny Novgorod, and Ust-Ilimsk. 5,683 events were held in seven existing multilabs.
Energy in Every Drop	Developing hydropower-related skills among school students using robotics		The third educational camp of the project was held. 80 teachers and school students from 23 cities of Russia took part in it.

Project	Objective	Investments	2024 results
RoboSib robotics festival	Promoting robotics among young inventors aged 4 to 18		800 young inventors from the Irkutsk Region, Krasnoyarsk Territory, Novosibirsk, and the Republic of Buryatia participated in the festival: <ul style="list-style-type: none">• Ten teams received vouchers totalling RUB 150,000 for purchasing robotics equipment;• Nine teams were awarded with trips to the All-Russian finals – Krasnoyarsk 5.0 National Championship;• In total, the festival was attended by more than 5,000 people.
Metals segment			
RUSAL FestivAL#Science	Unlocking the potential of school students in En+ Group’s regions of responsibility		The festival was held for four months in 16 cities and included more than 100 scientific shows and workshops. 36,000 children and adults took part in the festival.
Scholarship programmes in Guinea and Jamaica	Providing financial support to foreign students from Guinea and Jamaica studying in Russia	RUB 962.7 bn (USD 10.4 mn) (support for students from Jamaica)	113 students from Guinea and Jamaica continued their studies at Russian universities.
Grants for students in Jamaica	Providing grants and scholarships to outstanding students in Jamaica to realise the potential of future specialists	RUB 1.4 bn (USD 15.6 mn)	73 students from various universities and colleges in Jamaica received grants or scholarships.

 For more details on educational projects for the Company’s employees, see the [Employees](#) section



Support for sports and healthy lifestyle

En+ Group promotes sports and healthy lifestyles in the regions of responsibility. The Company’s projects and events attract local community members, including

En+ Group’s employees and their families. The Company invests in both amateur and professional sports development by providing financial support to sports teams and implementing sports infrastructure projects.

Project	Objective	Investments	2024 results
Power segment			
Nation’s Health in Women’s Hands	Providing support and advice to parents of children with special needs		Ten meetings with psychologists, speech pathologists, and other specialists were arranged.
Metals segment			
Sokol martial arts centres	Supporting the development of martial arts in the operating regions, providing beneficial recreational opportunities to children and young adults	RUB 772.5 bn (USD 8.3 mn)	Martial arts centres were built in the following cities: Achinsk, Volgograd, Divnogorsk, Krasnoturinsk, Krasnoyarsk, Severouralsk, Shelekhov. A total of nine centers were built.
Laboratory for Highly Infectious Diseases	Assisting Guineans in combating infectious diseases		Investments were made to develop the Research Institute for Epidemiology and Microbiology and reorganise it into a laboratory for analysing highly infectious diseases.

Promoting culture

En+ Group promotes culture in its regions of responsibility through arranging events and financing cultural and artistic institutions.

Project	Objective	2024 results
Power segment		
Energy+ festival	Promoting culture in the regions of responsibility	Musical and dance performances, lectures, film screenings, public talks with famous Russian writers, directors and actors were held in four cities where the Company is present – Irkutsk, Nizhny Novgorod, Divnogorsk, Bratsk. An exhibition of art objects made of straw was held in Irkutsk and Divnogorsk, 20 teams of sculptors from all over Russia took part in the creation of the exhibition.
Energy of Colours street art festival	Promoting the street art culture	Creative master classes and a sketch competition were held among residents of Divnogorsk, Bratsk, and Ust-Ilimsk. 117 applications were submitted for the competition. Three murals were created on the facades of apartment buildings. Free painting workshops were attended by 300 people.

Volunteering

En+ Group supports volunteer initiatives to involve people in social activities. The Company develops

the volunteer movement by involving both its own employees and local community members in social and environmental initiatives.

Project	Objective	Investments	2024 results
Helping is Easy	Promoting corporate and community volunteer initiatives	RUB 24.7 mn (USD 266,800)	The results of a survey conducted among 370 volunteers of the project from 29 cities showed a high level of their engagement and satisfaction – 79.6%.

Risk management

GRI 413-2, SASB EM-MM-210b.1

Based on the results of the assessment conducted in the reporting period, the Company did not identify any significant risks associated with local communities. To prevent such risks, En+ Group regularly organises forums and meetings with local communities to discuss its projects and works to develop feedback mechanisms.

In the reporting year, En+ Group recorded no violations of the rights of local community members or social and economic incidents related to such violations.

For more details on risks, see the Internal Control and Risk Management section



Project	Objective	2024 results
PLUS public space	Implementing ideas and projects of local community members	220 events with 2,000 attendees were held. As a result of the events, 15 applications for participation in grant competitions were submitted and eight start-ups were launched. The Company's methodological support helped raise third-party grants for project implementation in the amount of RUB 1 million
Pro Irkutsk debating club	Fostering dialogue between En+ Group and local authorities of the city of Irkutsk for joint development of the region	The Company identified the need to promote environmentally responsible behaviour and launch educational programmes on eco-friendly lifestyles for school and university students, and the need to arrange green spaces/plant trees and shrubs in the city to create a comfortable urban environment.
Pro Bratsk social club	Establishing an open dialogue with local authorities and communities of Bratsk	En+ Group's representatives arranged weekly meetings with local community members in community liaison offices. More than 100 visitors were received. The causes for their visits included mainly social issues, discussion of proposals for improvement, construction of parks, complaints about urban infrastructure, requests for financial support.

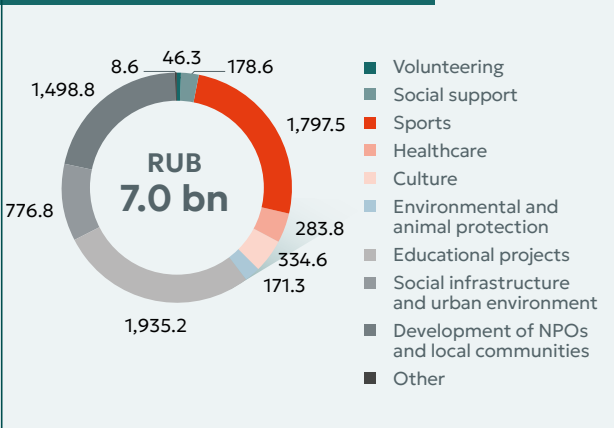
Metrics and targets

Key 2024 goals

Goals	Status	Progress made in 2024
Expand social initiatives and engagement with stakeholders, including through a robust dialogue with youth and work councils and partnerships with public organisations and national parks	On track	<ul style="list-style-type: none">A new Plus public space was opened
Develop innovative tools to engage local community members through workshops, task-based activities, games, etc.	On track	<ul style="list-style-type: none">The Power segment implemented the first street art festival, which included master classes and a sketch competition.
Commission several sports infrastructure facilities, including a football pitch and a multi-use track for bicycles, scooters, and skateboards	On track	<ul style="list-style-type: none">The Metas Segment continued the implementation of the project for the construction of Sokol martial arts centres, opening six new facilities
Expand the volunteer movement	On track	<ul style="list-style-type: none">More than 10 projects and events were implemented within the framework of the volunteer programme "Helping is Easy" with the involvement of more than 7 thousand volunteers
Align 100% of community investments with the Sustainable Cities Responsibility Index methodology as part of the Metals segment's transformational project	On track	<ul style="list-style-type: none">In 2024, 100% of social investments will be carried out in accordance with the methodology. An assessment of changes in the quality of life in the areas of responsibility is planned for 2025.

GRI 203-1, P2-1.4, P2-1.8, P2-2.4, P2-2.8, P2-2.10, P2-3.1, P2-3.3

Social investments in 2024, RUB mn



Plans for 2025 and the medium term

- To continue environmental education activities under the auspices of the Baikal Plastic Free Alliance.
- To implement a year-round educational programme for corporate volunteers to increase involvement and develop employees' soft skills.
- To ensure the information system implementation at all stages of managing social investment and charity projects.
- To re-calculate the Sustainable Cities Responsibility Index.