APPROVED BY:
General Shareholders' Meeting
PJSC Enel Russia June ___, 2021
Minutes No. _____ dated June __, 2021

PREAPPROVED BY:
Board of Directors of PJSC Enel Russia
April __, 2021
Minutes No. ____ dated April __, 2021

ANNUAL REPORT 2020

General Director
PJSC Enel Russia
_____ ___, 2021 _____/_____ /

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Address

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Interview with Giorgio Callegari, Chairman of Board of Directors

Q: How successful was the implementation of the announced strategic objectives in 2020?

A: In 2020, the company continued implementing the energy transition strategy and sustainability commitments, including transformation and modernization of the assets portfolio, new projects implementation and search for innovative business solutions.

One of the most important steps in implementation of the decarbonisation strategy was completion of the sale of the largest Russian coal-fired power plant — Reftinskaya GRES.

As expected, 2020 was a period of active investments in two out of three renewable projects – Azov and Kola wind farms. The commercial operation of the Azov wind farm will start soon.

As far as equipment modernization at Sredneuralskaya GRES and Nevinnomysskaya GRES is concerned, the company has managed to ensure uninterrupted works, even despite challenges caused by COVID pandemic.

Q: Please tell us about the company's activities in sustainability strategy management

A: Sustainability is an integral part of the company's activities.

Approaches within the scope of sustainability, such as use of the circular economy, improvement in the resources use efficiency, reliability and equipment service life, as well as the "sustainable construction site" approach in implementation of our new wind power construction projects are the basis of our business processes. We continue implementing projects to support and develop the areas of the company's presence, including new regions — Rostov and Murmansk regions. In particular, in 2020 due to the spread of the COVID-19 pandemic, the Board of Directors for the first time over the years approved the possibility of amending the Community Support and Development program by including a number of measures aimed at helping the regions of our presence in preventing the spread of infection. Among them are the purchase of disinfecting equipment for processing the streets of Nevinnomyssk, the purchase of a lung ventilator for the Nevinnomyssk hospital, the organization of meals for the employees of the checkpoint in Konakovo responsible for the control over the access regime to the town and other similar initiatives. At the same time, the company continued to cooperate with all territories of its presence and the local population in other equally important areas, such as education and the social sphere. For example, in cooperation with the administration of Sredneuralsk, an educational center "Growth Point", which specializes in additional educational programs in the humanitarian sphere and digital disciplines, was opened and the company also continued to support the cycling section at the Children's and Youth Sports School Energia.

In December 2020, the company was awarded with its third ESG1 rating, an evaluation of the ESG risks management, by an external independent agency Sustainalytics. Despite the fact that the overall rating has risen insignificantly, the management practices and approaches improved considerably in the reporting period; this fact reflects our commintent to the adopted strategy. Being an assessment of environmental and social risks of a business, as well as corporate governance risks, ESG rating is a strategic tool for investors when taking investment decisions; it helps identifying risks and possibilities for long-term company's stability and investment attractiveness.

In 2020, the company's achievements in sustainability received the following awards:

- Our 2019 annual report became the winner of the "Best report of a global company on the Russian market" of the Change Management Award. Visionaries, project +1;

[1] ESG (Environment, Social and Governance) means the principles of the company's development based on protection of the environment, fair relations with employees and customers, and correct corporate governance

- Fourth place in the rating of the environmental information transparency of generating companies operating in Russia, prepared by the analytical centre of the National Rating Agency using a know-how developed by the World Wildlife Fund in Russia.

Q: What are the improvements in corporate governance implemented in 2020?

A: Following 2020 results, Enel Russia is once again presenting its non-financial results in the Annual Report in accordance with the international GRI Standards[2], that provide a deeper view on the business results regarding ESG[3] risks management. The company strictly adheres to the recommendations of the Corporate Governance Code: as of December 31, 2020, PJSC Enel Russia was complying with 76 out of 79 recommendations.

Besides, for its corporate governance, in 2020 the company was awarded:

- Second place in the “Best annual report of a company with capitalization of less that RUB 40 bln rub” of the XXII Annual Competition of Annual Reports of MICEX;

- Winner in the “Best non-financial report of an energy company” of the competition for the best socially-oriented utility organized by the Ministry of Energy of the Russian Federation;

- Among TOP 10 for the completeness and quality of information disclosed on the corporate governance principles of the National Corporate Governance Index.

Q: What do you think about the role of the company in the power sector of Russia?

A: No doubt, the company is an active player of the Russian market. In fact, Enel Russia is a kind of a pioneer in renewable power generation, an area which is relatively new for Russia. The company has been introducing innovations in its production activities and constantly boosting the production efficiency of its gas-fired power plants, at the same time reducing their carbon footprint. Therefore, Enel Russia is not only a major investor in the Russian economy, but also a company introducing state-of-art technologies in the power sector of Russia.

Q: What were the objectives of the Board of Directors and management in 2020 and which of them will be brought forward to 2021?

A: One of the priorities for the Board of Directors is representation of investors’ interests, fostering company’s development and investment attractiveness. The aim is achievable with the diversification of the portfolio of technologies, ensuring efficiency and reliability of gas-fired power plants, operating efficiency, optimizing debt structure, adhering to the highest corporate governance standards, and pursuing objectives of sustainability. In addition, an equally important task is to develop interaction with institutional partners in exchange of experience and best practices in the areas of innovation, regulation, finance, ESG risk management and other areas. These are our long-term objectives; therefore, their successful implementation will be the basis for the company’s strategy for 2021.

[2] The Global Reporting Initiative (GRI) is a global reporting initiative, unified standards and recommendations for non-financial indicators, a part of the integrated reporting program.

[3] ESG (Environment, Social and Governance) means the principles of the company’s development based on protection of the environment, fair relations with employees and customers, and correct corporate governance.

Interview with Stephan Zweguintzow, General Director

102-14

Q: How could you evaluate the Company's results in 2020 and what was the major impact on them?

A: 2020 was a year of new challenges, new opportunities, new normality we had to adapt your lives to.

Last year, the world saw COVID-19 pandemic creating serious challenges and forcing us to work in completely different conditions compared to previous years. This had an inevitable effect on our production activity, as lower electricity demand had an impact on the net power output of our power plants and energy prices, as well as on wind farms construction projects, where we can see shifts of commissioning deadlines due to force majeure.

Despite these factors, we managed to ensure continuous operation of our power plants, while equipment modernization projects were implemented according to their authorized schedule.

Effective actions related to costs optimization allowed our company to minimize deviations from financial targets in 2020.

Following the results of 2020, our revenues are 44.037 bln RUB. EBITDA is 9.017 bln RUB, which is slightly lower than forecasted before. Net ordinary income of the company is 4.467 bln RUB in 2020.

Q: Could you tell us more about the difficulties caused by the COVID-19 pandemic? What measures have been implemented by the Company during 2020 to ensure people's health and safety?

A: To tackle the COVID spread, we implemented a number of activities at our power plants: more frequent disinfection of working spaces, common areas, corporate vehicles transporting employees, implemented distancing control system; we also ensured a proper stock of protective respiratory masks, regular measurement of body temperature for the workers during the working day, as well as for all visitors entering the power plant territory. Additionally, reserve groups have been formed from among the personnel of the power plants and contractors to be mobilized in case of emergency scenario.

In March 2020, within two weeks more than 60% of all Company employees were equipped with additional IT tools allowing them to work remotely. All personnel was provided with the possibility to use online communication system to organize meetings and conferences. For this reason, mailbox capacity has been increased few times together with other information resources allowing for more comfortable remote work.

For those who had to visit the office to ensure business continuity, COVID tests have been provided.

Moreover, in 2020 a flu vaccination campaign has been launched for all interested employees, personnel has been informed about all officially available measures of protection against coronavirus infection, including all the publicly available vaccines.

Q: What steps is the Company taking to increase operational efficiency?

A: We increase the availability of our generating equipment on a yearly base, reduce heat rate and cooling water consumption, while increasing our compliance with Health & Safety, Environment and Quality requirements and introduce innovative solutions.

Thus, at Sredneuralskaya GRES, the first stage of the comprehensive modernization of discharge, drainage and rainwater treatment facility has been implemented in order to collect and reuse industrial water of the power plant. Power plant basements have been drained, we installed more cost-effective and efficient pumps there in order to pump out water, which after being treated is redirected back into the technological cycle of the power plant.

In 2020, we introduced drones which helped us to perform inspections at chimneys of Sredneuralskaya GRES. At Nevinnomysskaya GRES, we used augmented reality glasses which allowed us to monitor equipment operation in remote mode.

Apart from that at Nevinnomysskaya GRES, "Sovetchik" program was developed to give informative support for Units Operators in order to ensure reliable operation of equipment and rational water consumption. Further, this program was extended to Konakovskaya GRES as well.

Q: Could you please tell us more about the wind projects implementation?

Despite delays in commercial commissioning, the construction of Azov wind farm was completed by the end of 2020. The wind farm will start electricity output once all necessary permitting and attestation procedures are completed.

In 2020, Kola WPP construction site witnessed active works on WTG Foundations, HV T-line, MV collector system and substation, roads, which greatly facilitated the delivery of necessary equipment and materials to the construction site. The construction camp was completed. In addition, some of the structural elements and construction materials for the wind farm were delivered to the territory of Russia.

Q: How is the modernization of gas power plants under the DPM-2 program implemented?

A: Considering our first modernization project of the Nevinnomysskaya GRES boiler unit with COD in the 1Q of 2022, all the necessary equipment was delivered on site, the old boiler equipment was dismantled, and a boiler drum was installed in the design position in 2020. The extremely complex technical solution required that the boiler drum as heavy as 113 tons, 20 meters long and 30 meters high was lifted outside of the building, transferred inside through the technological hole and further moved to the designed position at an altitude of 30 meters inside the workshop in operation. It took 12 months to work out the solution; special lifting equipment, portal systems and equipment, unique in the Russian Federation were used to successfully implement it.

For our other modernization projects with later CODs, design works and equipment purchases are ongoing.

Q: What is your vision of the 2020 results?

A: In 2020, our activity was focused on finding the balance between financial stability of our business and growth opportunities. We have worked on cost optimization, overall completion of previous projects, by what I mean Reftinskaya GRES disposal and final transfer of the power plant's property to the new owner, as well as on implementation of ongoing construction and modernization projects. As always, our main priorities are responsible business behavior and open dialogue with our shareholders. Our business is grounded on the commitment to sustainable development and we achieved outstanding results in this area in 2020: we actively supported and developed all areas of our presence, including the new Rostov and Murmansk regions, increased the efficiency of resource use for production activities, applied the sustainable construction site approach when implementing new wind farm construction projects. Our success has been acknowledged by a number of international independent rating agencies.

Another outstanding achievement of the previous year was a highly professional, dedicated work of our employees both at power plants and in offices, I am grateful to every employee for that. It allowed us to overcome all the challenges of this difficult time together and to move forward cohesively and confidently towards the ambitious goals of Enel Russia.

About the Report

102-54

In order to provide stakeholders with high-quality information on a regular basis, we prepare an annual comprehensive report (here and after “report”) that reflects the company's strategic plans, priorities and development goals, as well as the results of its activities for the reporting year.

The report is prepared in accordance with the following documents and standards:

- Corporate Governance Code of the Russian Federation;
- Regulation of the Bank of Russia No. 454-П On Disclosure of Information by Issuers of Equity Securities dated 30.12.2014;
- GRI Standards Guide to Sustainability Reporting (disclosure Level - "Basic");
- Letter of Bank of Russia dated 02.17.2016 No. IN-06-52/8 “On disclosure of a report on compliance with the principles and recommendations of the Corporate Governance Code in the annual report of a public joint-stock company”
- Regulation on the Information Policy of PJSC Enel Russia.

Report boundaries

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The annual report contains information on the results of financial and operational activities, as well as sustainability results for 2020. The report is issued on an annual basis, for the last period it was published on June 22, 2020.

Operating and financial indicators are presented on a consolidated basis and include the results of the financial and economic activities of PJSC Enel Russia and its subsidiaries. In other sections of the report, data is provided only for PJSC Enel Russia or an additional comment is specified on the approach used. In 2020, the quantitative information in the section "Health and safety" includes data on employees and contractors of the Azov WPP and Kola WPP. Starting from 2021, we plan to include information on these business assets in all sections of the report.

In connection with the transfer of ownership rights to the property of Reftinskaya GRES to Kuzbassenergo JSC from October 1, 2019, all indicators for this power plant are presented for 9 months of 2019, with the exception of indicators in terms of personnel management (for more information, see the section "Coal Phase Out"). For 2020, the indicators for this power plant are not presented, unless otherwise specified. The exception is the indicators in terms of personnel management, since until July 1, 2020, the personnel of Reftinskaya GRES belonged to PJSC Enel Russia.

Essential topics of the report

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Identifying essential topics

The materiality matrix helps identifying and evaluating the needs and expectations of stakeholders, matching them to the priorities of the company and its business strategy, to check their consistency and identify areas for improvement. On the basis of the matrix, the essential topics of the company's annual report are determined.

The process of preparing the materiality matrix

The collection, aggregation and processing of data is carried out through a special IT platform of Enel Group. This system is improved every year to ensure greater transparency and accountability. The Global Sustainability Unit of Enel Group coordinates the process and provides methodological support for annual update of the materiality matrix that is performed by the Sustainability Team of PJSC Enel Russia with participation of company heads and managers who interact with one or another category of stakeholders in their daily activities. Due to the fact that the development of RES generation is becoming increasingly important for the company, in 2020 we changed the approach to the process of building the materiality matrix at the country level, adding a preliminary stage of forming separate matrices for Thermal Generation and RES that allowed us to more accurately take into account the needs and expectations of stakeholders.

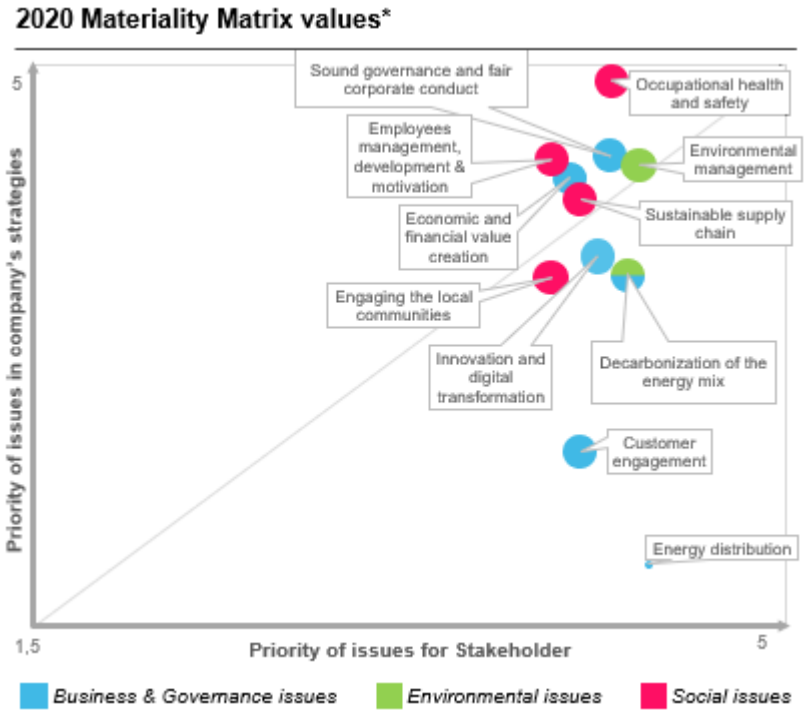
Material topics of the report for 2020

102-47

In 2020, the following material topics were identified by the evaluation results:

- Occupational health and safety

- Economic and financial value creation
- Compliance with environmental standards and environmental management
- Sound governance and fair corporate conduct
- Engaging the local communities
- Employees management, development and motivation
- Decarbonization of the energy mix
- Customer engagement
- Sustainable supply chain
- Innovation and digital transformation
- Energy distribution[4]



The horizontal axis of the matrix reflects the priorities of our main stakeholders, properly weighted based on their materiality. The right side of the matrix contains topics the stakeholders come up with a request on them to strengthen existing practices, management systems, formalize commitments and create clearer regulatory documents. The vertical axis shows the topics the company plans to focus its efforts on with regard to planned investments, liabilities, potential risks and opportunities as well as aspects included in the company's Strategic Plan. The top of the matrix shows the issues with a high level of commitment for the coming years assumed at the level of the company's strategy.

Changes in materiality matrix

102-49

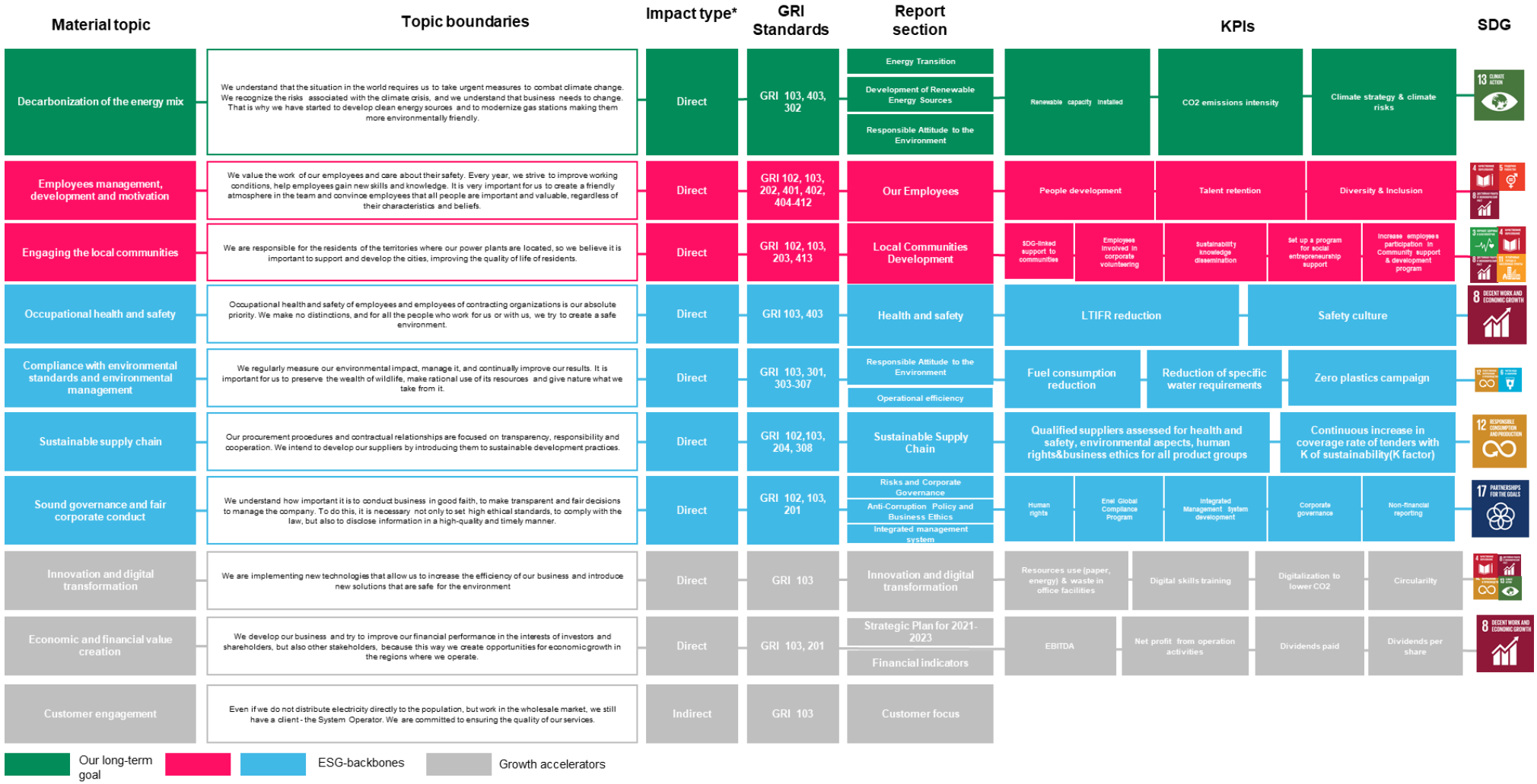
Compared to 2019, Materiality Matrix 2020 looks more balanced in terms of the company's priorities and stakeholders.

In general, we can say that the matrix has undergone some changes over the year. The increased priority of the topic "Compliance with environmental standards and environmental management" is primarily due to the company's desire for decarbonization, as well as the awareness of the importance of the climate crisis that led to the decision on the exit from coal generation and our transition to clean energy. The increasing importance of the topic "Sustainable supply chain" is due to the growing attention to this topic from the investment and business community. We are committed to improving sustainable practices in the supply chain and this is reflected in our Materiality Matrix 2020. The priority of the topic "Sound governance and fair corporate conduct " also remained unchanged, as this topic is particularly important for both the company's stakeholders and us. Such topics as "Customer engagement" and "Energy Distribution" have remained unchanged in terms of the company's low priority. We believe that this is fair, because this issue is not directly related to Enel Russia, since we are not engaged in distribution of energy to end users (buyers).

[4] This material topic is not applicable since in Russia the company does not carry out electricity distribution activities.

Content and limits of material topics

102-47



** Area of impact of all the listed essential topics - PJSC Enel Russia. The type of impact refers to the type of impact of the company's activities that it has in the context of a particular essential topic.*

Principles of report preparation

102-46

In accordance with the approaches provided for in the GRI standard, we used the following principles to determine the content of the report.

Interaction with stakeholders	Sustainability context	Materiality	Completeness
We engage stakeholders in a dialogue related to the preparation of this report (collecting feedback, participating in surveys to form a materiality matrix, see the section "Interaction with stakeholders")	The company's development priorities and goals are related to the global Sustainability agenda and UN Sustainable Development Goals (see the section "Sustainability Plan for 2021-2023")	Content of the report is determined in accordance with the identified essential topics (see the section "List of essential topics")	The topics covered in the report reflect the impact of company's activities on the economy, environment and society during the reporting period

In order to ensure high-quality disclosure of indicators, we applied the following principles:

Balance	The report contains information on both positive (implementation of plans, achievement of goals) and negative (for example, penalties) performance results
Comparability	Results of operating and financial activities, as well as sustainability indicators are presented in dynamics for 4 years
Accuracy	The report was subject to internal verification for accuracy of quantitative indicators. If the indicators are calculated using a methodology other than that proposed by GRI Standards, a corresponding comment is left in the text of the report.
Clarity	The text of the report is written in easy to understand language with proper explanations of professional terms. Detailed specification of quantitative data is included the appendices to the report.
Reliability	All information given in the report passed internal verification. The company has necessary documents confirming its accuracy
Timeliness	The report includes information on the activities of PJSC Enel Russia for 2020

Feedback

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Online survey

Starting in 2019, we have included a special online form in the text of the report to collect feedback from our stakeholders. The purpose of the survey is to identify the areas of development of the report, its weaknesses and strengths according to our stakeholders.

More than 10 representatives of stakeholders from the following groups participated in the feedback collection for our annual report 2019: shareholders and investors, local communities, media, financial and business communities, employees.

We obtained the following results:

QUESTION	AVERAGE ANSWER
DID YOU FIND THE REQUIRED INFORMATION ABOUT OUR COMPANY IN THE REPORT?	Most answers are "yes"
HOW EASY WAS IT TO FIND THE RIGHT INFORMATION IN THE ANNUAL REPORT?	4.6/5

WAS THE INFORMATION PROVIDED IN THE REPORT USEFUL TO YOU?	4.7/5
HOW EASILY IS THE INFORMATION IN THE REPORT PERCEIVED?	4.3/5
HOW MUCH DO YOU TRUST THE INFORMATION PROVIDED IN THE REPORT?	4.7/5
PLEASE SPECIFY WHICH SECTIONS OF THE REPORT WERE MOST INTERESTING TO YOU?	Most frequent answers: Company strategy, Financial and performance indicators, Sustainability

The main conclusion we made from the survey results is the need to increase the number of stakeholders involved in the survey. In 2021, we plan to support this survey with additional communication on our corporate social media pages, as well as to make a targeted mailing list for the main groups of stakeholders. Also, some stakeholders noted the need to use more infographics in the report. We have sought to incorporate this suggestion into the current report.

Despite the small number of responses, we plan to continue collecting and processing feedback on the company's report in order to turn this survey into a full-fledged tool for improving the quality and completeness of information disclosure in future reporting periods. Therefore, we invite all readers of our report to take part in a short survey on report 2020.

Link to the survey:

https://ru.surveymonkey.com/r/CKHQVZX

Contacts

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Company Overview

Our History

July 2020	Transfer of property of Reftinskaya GRES to Kuzbassenergo JSC
September 2019	Start of construction of 201 MW Kola Wind Farm in the Murmansk Region
June 2019	PJSC Enel Russia was awarded construction of 71 MW Rodnikovsky Wind Farm in the Stavropol Region
May 2019	Start of construction of 90 MW Azov Wind Farm in the Rostov Region
June 2007	Enel Investment Holding B.V., a subsidiary of Enel Group, became a company's shareholder with a 25.03% share. In the following years, the share of Enel Investment Holding B.V. increased to 56.43% and was transferred to Enel S.p.A. in 2018.
April 2006	Completion of reorganization of the company in the form of joining of Konakovskaya GRES OJSC and Nevinnomysskaya GRES OJSC to the Company
October 2004	Creation of the company on the grounds of the decree of the Executive Board of RAO UES of Russia OJSC. Upon incorporation, the charter capital was paid with the property of Reftinskaya GRES and Sredneuralskaya GRES and shares of Konakovskaya GRES OJSC and Nevinnomysskaya GRES OJSC.

Enel Russia 2020 in Figures

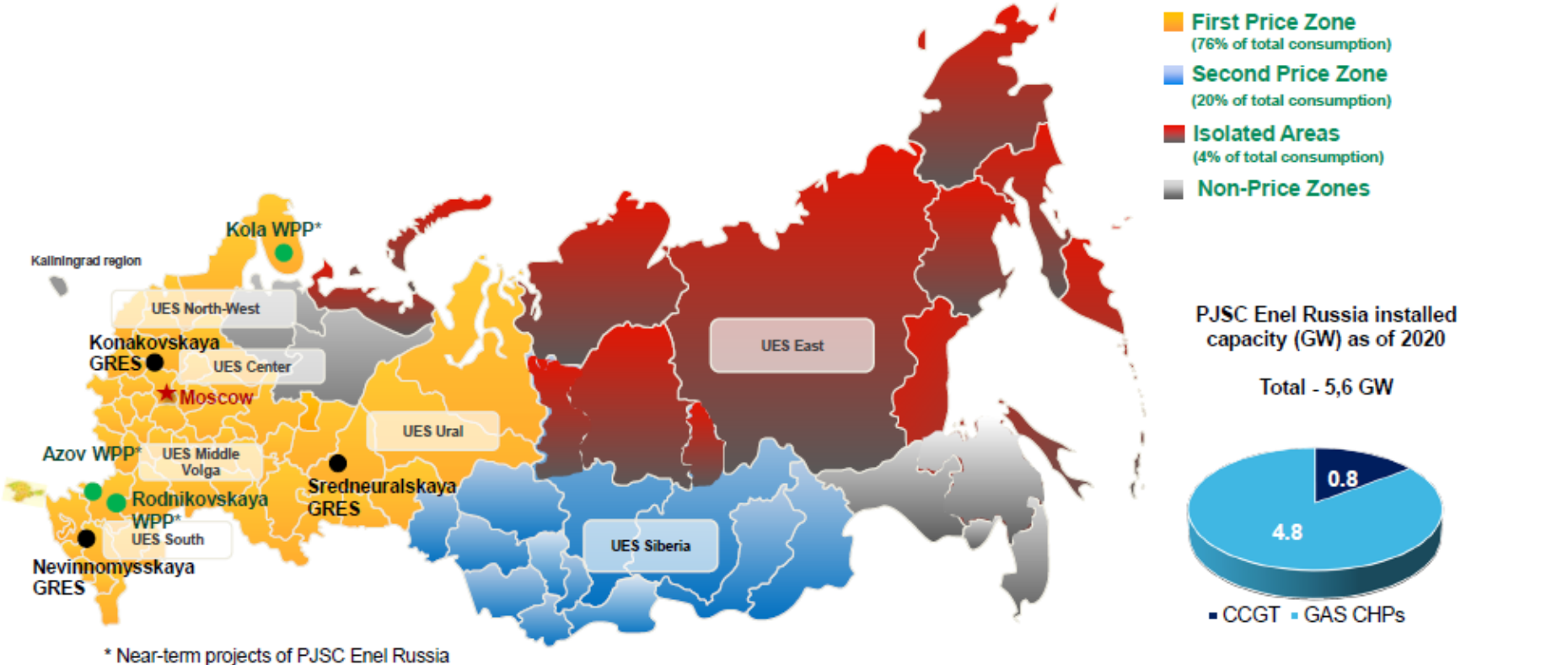
102-7

Performance indicators			
18,1 TWh Net output of electricity	**21,0** TWh Electricity sales	**63,0** GW Capacity sales	**3,8** million Gcal Heat sales

Financial indicators			
44,04 RUB mln Revenue	**9,02** RUB mln EBITDA	**4,47** RUB mln Net Ordinary Income	**13,7** RUB mln Net debt
Sustainability			
1 424 people Number of our employees	**0,21** LTIR	**438** g / kWh CO_2 emissions intensity	**38,87** k Direct beneficiaries of our social projects
Awards & ratings			
25,7 Sustainalytics ESG risk rating	**Top-10** in terms of the completeness and quality of disclosed information on the principles of corporate governance	**4th** place RAEX-EUROPE Sustainability ranking of Russian companies	**9th** place Top-10 companies in RF generation

Geography of Assets

102-4, 102-6



Key events 2020

Q1

21.01.2020 Three projects of PJSC Enel Russia are selected based on the results of the second selection of projects under the thermal power plants modernization program. These projects include replacement of two turbines with increase of their capacity from 100 MW to 120 MW and boiler refurbishment at Sredneuralskaya GRES, as well as boiler replacement at Nevinnomysskaya GRES. Commissioning of the modernized units is scheduled in 2025.

23.01.2020 A waste water system was commissioned at Sredneuralskaya GRES.

30.01.2020 Publication of production indicators for 2019.

19.02.2020 Presentation of the strategic plan of PJSC Enel Russia for 2020–2022 to the business community and media.

Q2

17.03.2020 Publication of financial results for 2019.

21.04.2020 Agreement on cooperation in renewables development with the Ministry of Industry and Trade of the Republic of Tatarstan was signed .

22.04.2020 The Board of Directors of PJSC Enel Russia elected Stephane Zweguintzow as General Director.

28.04.2020 Publication of financial results for Q1 2020.

12.05.2020 The first sets of towers and nacelles required for construction of wind turbines arrived at the construction site of Azov Wind Farm of PJSC Enel Russia located in the Rostov Region. The first tower set consists of three sections; the longest one is almost 30 meters long and weighs 79 tons with the total weight of almost 200 tons. Along with the tower set, the first wind turbine nacelle and hub were delivered to the construction site. The total number of wind turbines at Azov Wind Farm is 26.

02.06.2020 On the eve of the 74th anniversary of the Republic Day in Italy, the employees of PJSC Enel Russia illuminated Konakovskaya GRES power plant with the colors of the Italian and Russian tricolor flags.

19.06.2020 The annual General Shareholders' Meeting of PJSC Enel Russia was held remotely.

28.06.2020 Publication of financial results for H1 2020.

Q3

01.07.2020 PJSC Enel Russia finalized the handover of the assets of coal-fired Reftinskaya GRES power plant to Kuzbassenergo JSC.

15.07.2020 A large-scale power plant equipment technical refurbishment project, modernization of the gas turbine of the combined cycle gas turbine (410 MW CCGT), was completed at Nevinnomysskaya GRES. Successful technical refurbishment of the 410 MW CCGT allowed significantly improving the equipment performance indicators.

28.07.2020 PJSC Enel Russia published its financial results for the first half of 2020.

04.09.2020 At Sredneuralskaya GRES, new facilities designed for wastewater treatment were put into operation.

21.09.2020 The specialists of Sredneuralskaya GRES completed overhaul of the combined cycle gas turbine unit of the power plant.

Q4

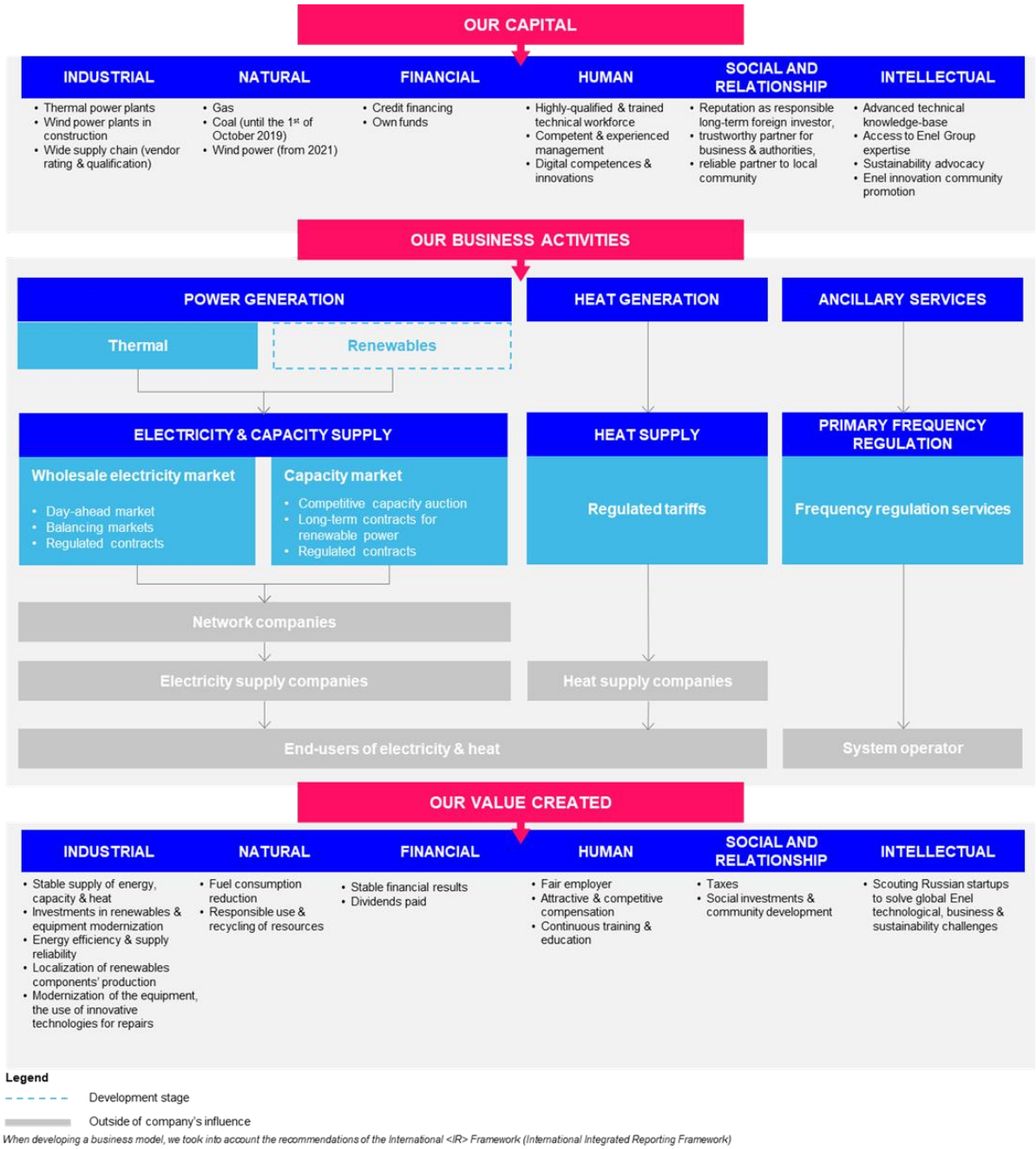
12.10.2020 At Konakovskaya GRES, commissioning works of the container-type nitrogen adsorption plant was completed.

30.10.2020 Publication of financial results for 9 months of 2020.

10.11.2020 PJSC Enel Russia received a certificate of readiness for the 2020-2021 heating season.

05.12.2020 As part of the facilities modernization program (DPM), a unique operation, installation of a boiler drum, was carried out at Nevinnomysskaya GRES. Using a 500-ton crane, the drum with a weight of over 110 tons and a length of 19.5 meters was installed in its proper location without equipment shutdown.

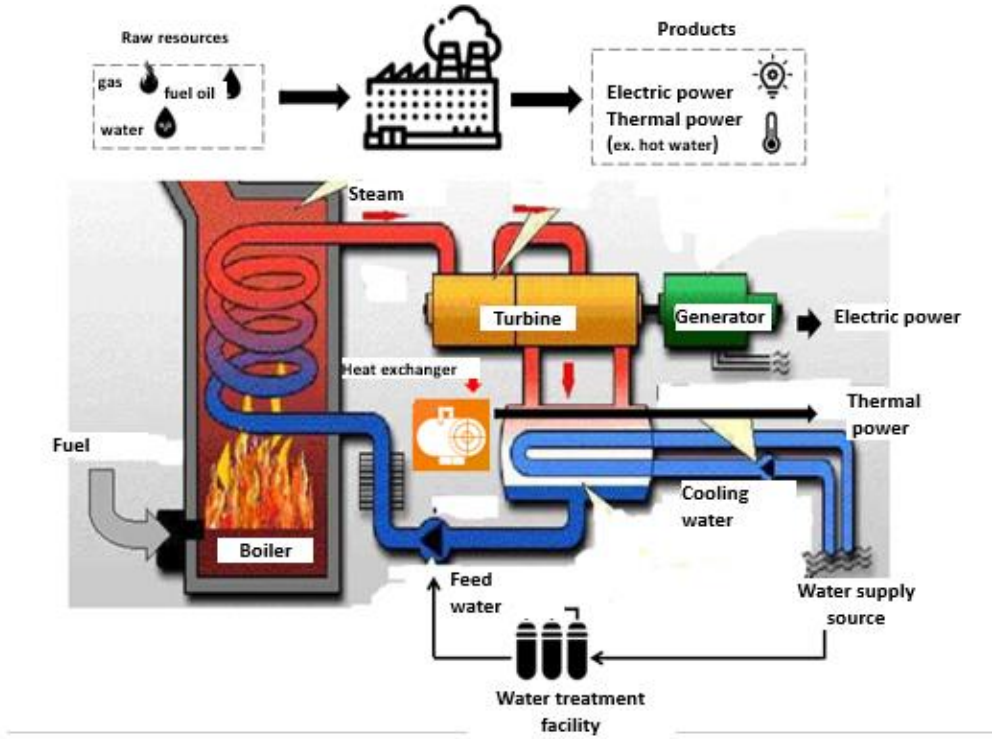
Business Model



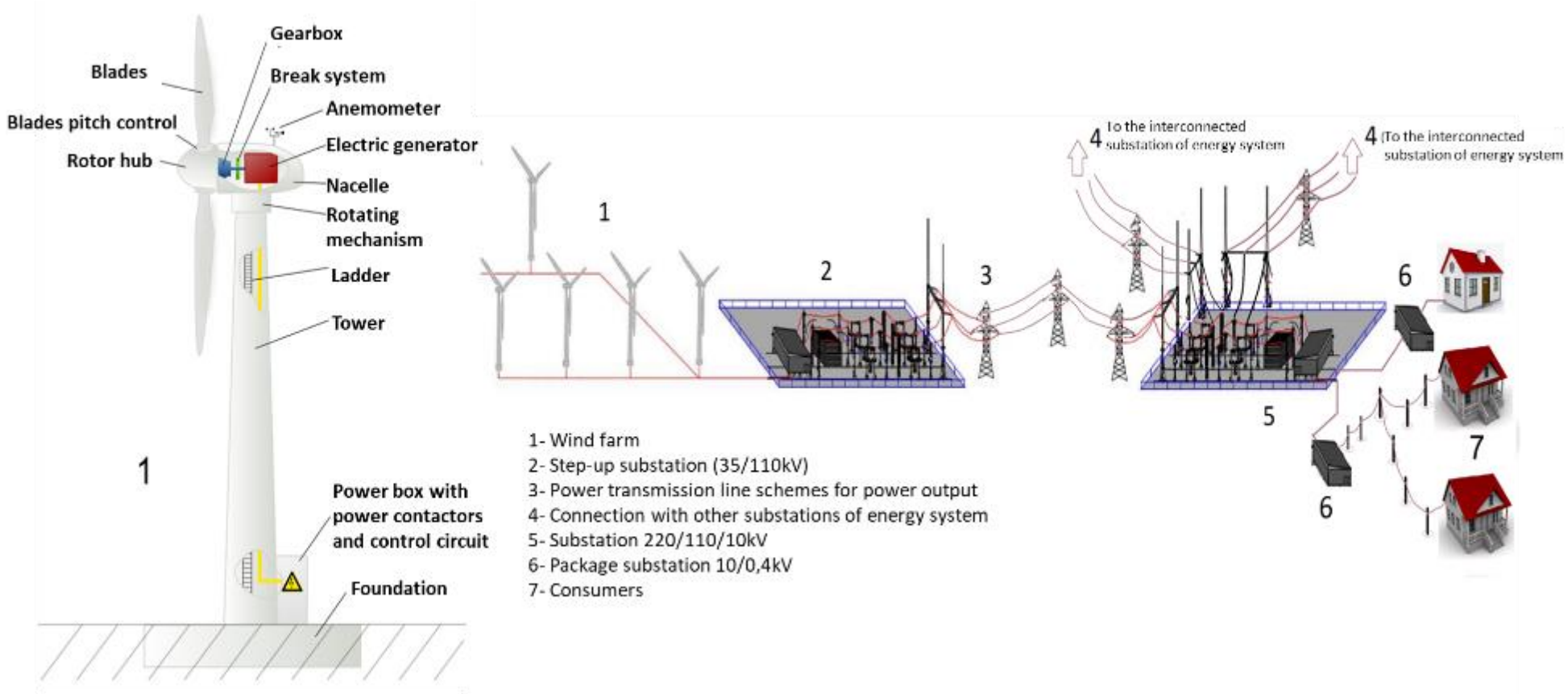
When developing a business model, we took into account the recommendations of the International <IR> Framework (International Integrated Reporting Framework)

102-2

Thermal generation

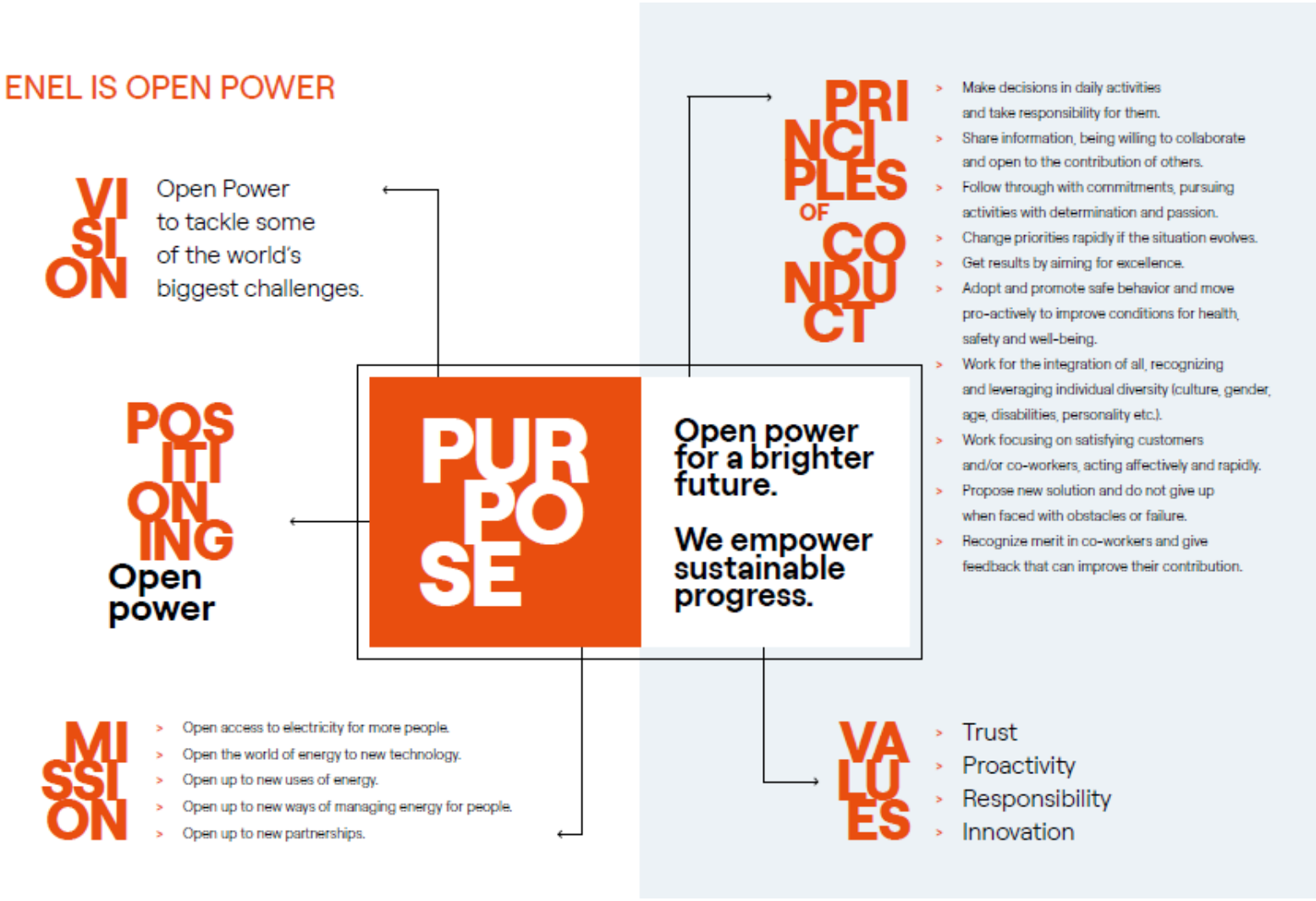


Wind generation



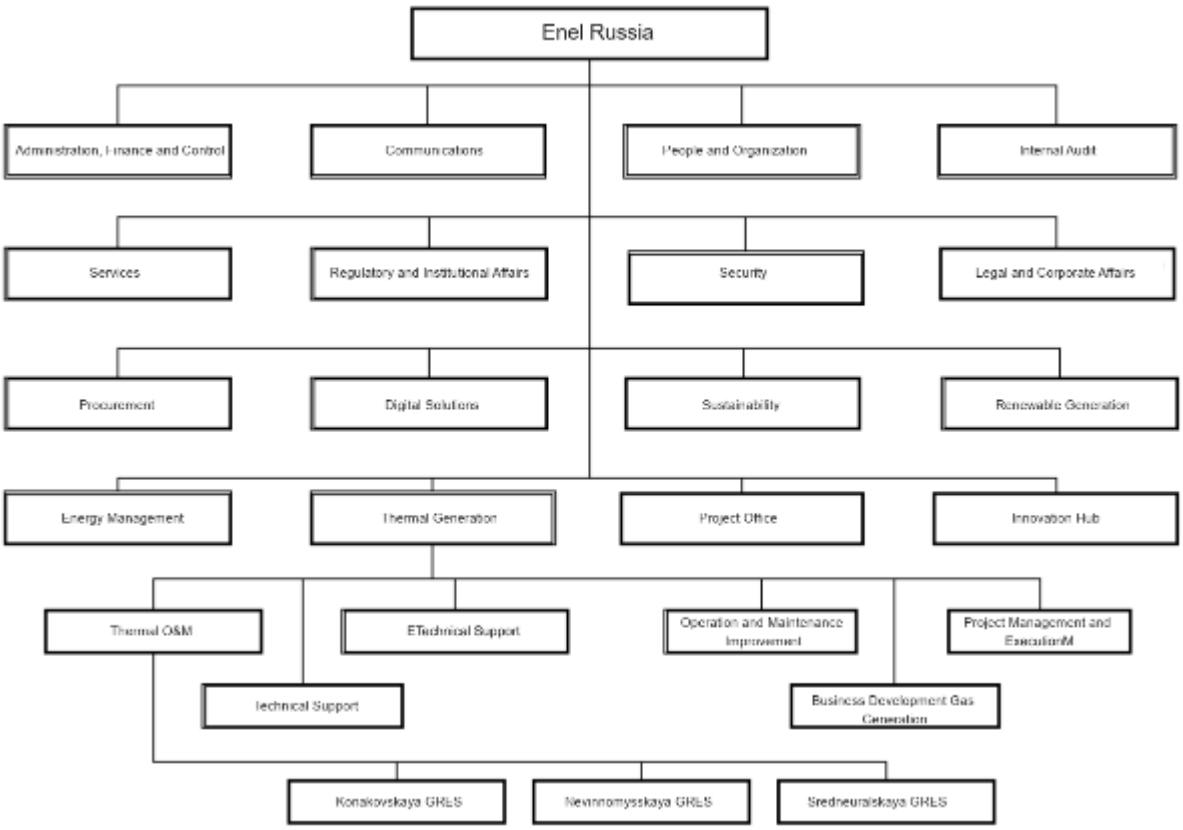
Mission and Values

102-16



Organizational Structure

102-18 **102-19** **102-20**



** Schematic representation as of 31.12.2020.*

In order to implement the business goals and objectives set for the company, continuous sustainable development and efficient assurance of its viability in the environment including transparency of management model, the organizational structure of the company is formed in functional areas distinguished by three activities:

Business Functions:	Staff Functions:	Global Service Functions:
Energy Management	Security	Procurement
Thermal Generation	Internal Audit	Digital Solutions
Renewable Generation	Innovation Hub	
	Communications	
	People and Organization	
	Legal and Corporate Affairs	
	Project Office	
	Regulatory and Institutional Affairs	
	Services	
	Sustainability	
	Administration, Finance and Control	

These functional areas relate to the first line of reporting to the General Director and report directly to him.

The functional areas that ensure the safety, efficiency and continuity of the production process belong to the first reporting line of the Deputy General Director - Head of Thermal Generation. These functional areas are:

- Thermal Operation and Maintenance;
- Health, Safety, Environment and Quality;
- Operation and Maintenance Improvement;
- Project Management and Execution;

- Technical Support;
- Business Development Gas Generation.

The first reporting line of the Head of Thermal Operation and Maintenance includes the following power plants:

- Konakovskaya GRES;
- Nevinnomysskaya GRES;
- Sredneuralskaya GRES.

During 2020, new organizational structures were approved for the Procurement Department, the Personnel and Organizational Department, the Technical Support Department, the Health, Safety, Environment and Quality Directorate, and the Thermal Operation and Maintenance Directorate.

Each of the divisions contributes to the formation of the agenda, decision-making and implementation of programs on economic, environmental and social issues within the framework of its core activities and competencies.

Company Strategy

Energy transition

103-1 **103-2** **103-3**

Electric power is essential for a sustainable future and is a key factor in achieving the UN Sustainable Development Goals, in particular, SDG 7 and SDG 13 on clean, reliable and affordable power and combating climate change.
Achieving the goal of the Paris Agreement will require significant process, social and economic transformation and cooperation between governments, companies, financial institutions and civil society. The commitment to reduce carbon dioxide emissions into the atmosphere should be made not only by

The goal of the Paris Climate Agreement is to prevent an increase in the average temperature on the planet above 2˚C in relation to the indicators of the pre-industrial era, and if possible to reduce the temperature to 1.5˚C.

member states to the agreement, but also by business.

The electric power sector should work to reduce the emissions associated with power generation, thereby supporting the decarbonization of other industries and services also seeking to reduce the carbon footprint. An example of business support from the power sector can be cooperation with the use of such tools as renewable energy credits. The use of these electronic documents ensures that a certain amount of power is generated using renewables and allows confirming that the requirements of the standards for reducing greenhouse gas emissions are met. With the growth of renewable generation, the number of decarbonized industrial plants will increase.

"Enel Russia recognizes the need to take urgent measures for combatting the climate crisis. We are committed to diversifying our business model through the development of the renewable sector and the introduction of low-carbon technologies. Last year we have expanded the risk map and added physical and transition risks to it. In 2021, we will have extensive work to concretize and assess them. We are moving towards the formulation of a climate strategy, because this is what the market and our stakeholders expect from us".
Stephane Zweguintzow
Head of Enel in Russia

At this stage, the General Director, the Head of Generation and the Head of Renewables are responsible for managing, achieving goals and assessing performance in the context of the essential subject of decarbonization.

We support Enel Group's goal of **achieving zero carbon emission balance by 2050**. Our commitment is set out in the Quality, Health, Safety, Environment and Energy Efficiency Integrated Policy.

Quality, Health, Safety, Environment and Energy Efficiency Integrated Policy of PJSC Enel Russia

https://www.enelrussia.ru/content/dam/enel-ru/documents/en/%D0%98%D0%BD%D1%82%D0%B5%D0%B3%D1%80%D0%B8%D1%80%D0%BE%D0%B2%D0%B0%D0%BD%D0%BD%D0%B0%D1%8F%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B0%20%D0%9A%D0%9E%D0%A2%D0%AD%D0%B8%D0%AD_2019_eng.pdf

In order to ensure increased transparency in its communications and relations with stakeholders, Enel Russia discloses data in accordance with international standards of GRI (Global Reporting Initiative).

In the next reporting period, we will begin preparing for disclosures based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The first stage is to identify and assess the climate-related risks to the business and production facilities. Risk identification and assessment will be the first step in forming our company's climate strategy.

Our progress in decarbonization

INITIATIVE	SECTION OF REPORT
Sale of the largest coal-fired power plant in Russia - Reftinskaya GRES - JSC Kuzbassenergo on October 1, 2019	"Coal Phase Out"
Construction of three wind farms - Azov Wind Farm, Kola Wind Farm and Rodnikovskaya WPS	"Development of renewable energy sources"
Modernization of conventional generation equipment to improve its environmental compatibility and efficiency	"Investment activities"
Inclusion of climate risks in the company's risk matrix	"Risk Governance"
Disclosure of non-financial information and future plans for the development of climate reporting	"Sustainability management"

Strategic Plan for 2021-2023

The key areas of the Company Activities, Prospects for Development

103-1 103-2 103-3 102-12

Our main objective is to create long-term value for shareholders, employees, partners and other stakeholders. The company's approach lies in ensuring balance between growth and development, financial stability and rewarding of shareholders.

Main documents governing economic and financial value creation:

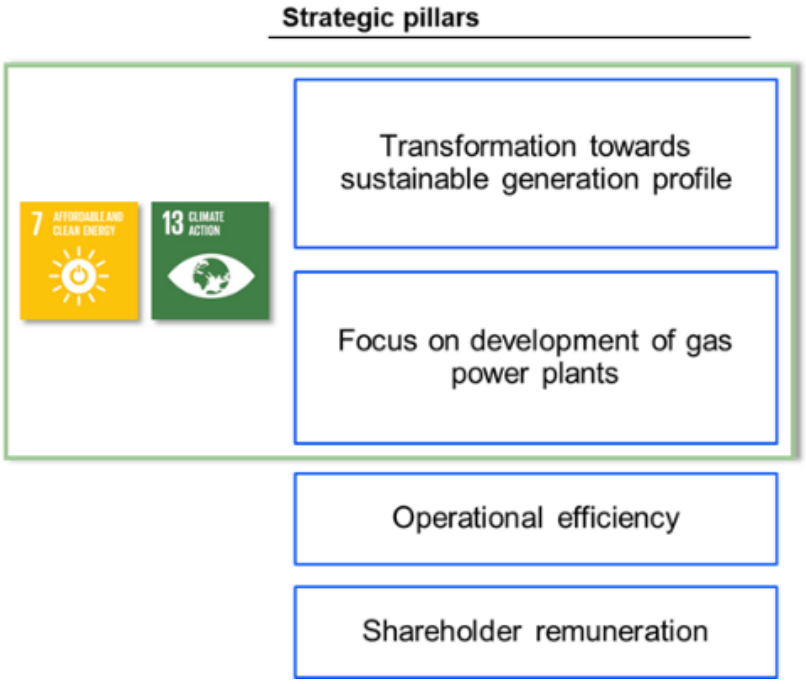
Corporate Governance Code recommended by the Central Bank of the Russian Federation for use by joint-stock companies whose securities are admitted to on-exchange trading

Dividend Policy Regulation of PJSC Enel Russia
https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Dividend%20policy1.pdf

The Financial Strategy is approved by the Board of Directors of the company, while the responsibility for the implementation of the strategy is within the General Director, as well as all line directors in their relevant units (see details in the Organizational Structure section).

The company publishes on a yearly basis the information on its main operational and financial objectives for the next three years approved by the Board of Directors, as well as on the business results of the year by the key strategic pillars. The Company discloses quartely its financial results for the past period with management comments and answers to questions from the financial community. See details in section "Interaction with Shareholders and Investors".

The company's financial strategy is inextricably related to implementation of the strategic plan. The Company's Strategic Plan for 2021-2023 confirms key strategic pillars:



The key elements of our strategy, "Transformation towards the sustainable technological portfolio", as well as "Focus on gas power plants development", are aimed at achieving the UN Sustainable Development Goals (SDGs): SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). PJSC Enel Russia confirms its commitment to other SDGs by promoting the sustainable business model and applying the sustainability practices. See details in section "Our Contribution to the SDGs".

Report on strategic pillars in 2020

Area	Details	Key events in 2020
Transformation towards the sustainable technological portfolio	During several years the Company has been gradually moving towards changing of its technological and financial portfolio in favor of cleaner energy sources, as well as reduction of dependence of financial results on market volatility.	• Completion of the coal plant sale: the power plant handed over, and the final fixed payment received (see details in the section "Coal Phase Out"). • Restrictions related to the COVID-19 pandemic have made the renewable projects implementation more difficult and caused delay in commissioning the first two assets. • Active phase of construction at Azov Wind Farm (Azovskaya WPS) and Kola Wind Farm (Kolskaya WPS). The Azovskaya WPS project is being finally put into operation (see details in section "Development of Renewable Energy Sources").
Focus on gas power plants development	Along with the construction of new renewable facilities, the Company continuously improves the available thermal facilities to increase the period and efficiency of their operation. One of the promising development areas is participation in the modernization program.	• Continuous actions aimed at improvement of the parameters of the existing gas assets, in particular, upgrade of NGRES CCGT as part of SP8 project. • Successful actions to address the COVID-19 pandemic resulted in the absence of significant influence on the efficiency of work at the operating gas power plants.

Area	Details	Key events in 2020
		• Ongoing works under Company's four projects with the total capacity of 370 MW as part of the thermal power plants modernization program, with planned commissioning of the first project in 2022 (NGRES TG4) (see details in section "Investment Activities").
Operational efficiency	The Company has historically established a goal of continuous comprehensive optimization of costs that ensures additional support during transformation of the company's business portfolio.	• Reduction of fixed costs as compared to 2019.
Shareholder remuneration	The result of assumed strategy is envisioned by the Company in the creation of long-term value for its shareholders, including in the form of considerable dividends by the operating results	• The dividend pay-out of 3 billion roubles had been distributed during 2020. • The fixed dividend approach was updated for the transformation phase.

Other results in 2020

In 2020, Moody's, Fitch and Expert RA credit rating agencies confirmed the Company's rating at Ba3/Stable outlook, BB+/Stable outlook and ruAA/Stable outlook, respectively.

In addition, in 2020 Sustainalytics international agency performed annual update of the rating of the Company ESG risk management (environmental, social, corporate governance risks, ESG Risk Rating). Based on its results, the ESG risk has been evaluated at an average level, the company received 25.7 points out of 100 (the lower the better) that is explained as a result of methodology change involving the increased weight of resource use that has had adverse effect on the score. At the same time, the risk management rating has been improved up to 68.2 points out of 100 (the higher the better);this indicates a high quality of management.

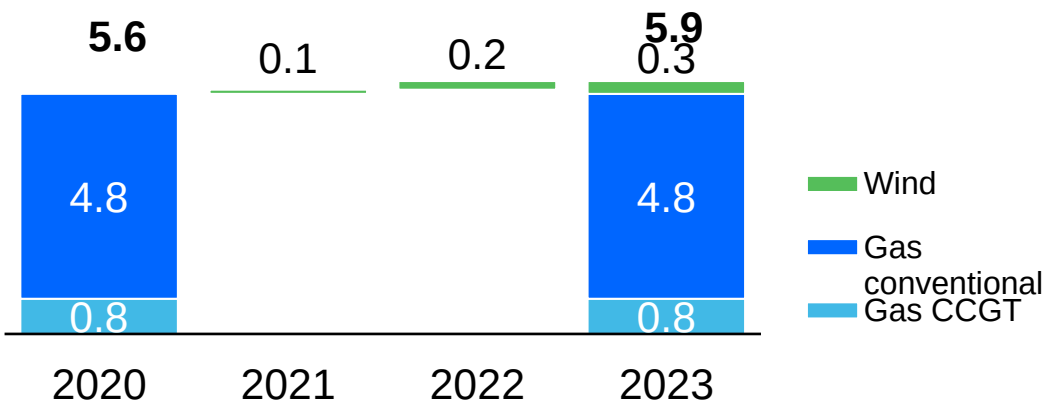
A new long-term top management incentive program meant for the next three-year planning period was adopted in 2020[5]. This program confirms the Company's commitment to the increase of its shareholders' welth and creation of long-term economic and financial value.

[5] The KPIs of the key managers preconditioning the use of the mentioned incentive methods are given in annex 6 hereto.

Forecast of Operational Results

The 2021-2023 Strategic Plan stipulates for a gradual increase of the installed capacity by commissioning the wind farms in the Rostov Region (90 MW Azov Wind Farm) and Murmansk Region (201 MW Kola Wind Farm).

Installed capacity structure by technology (GW)

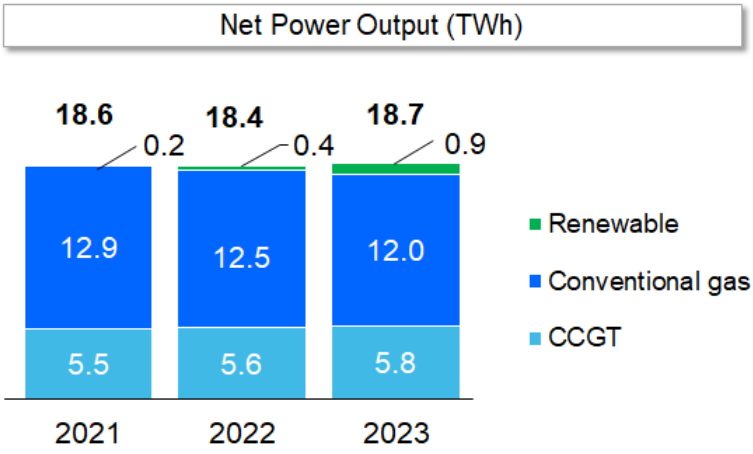


After the sale of Reftinskaya GRES and phasing out of 3.8 GW coal generating facilities, the Company retains generating facilities with a total capacity of 5.6 GW, out of which 0.8 GW is attributed to combined cycle gas turbine units and 4.8 GW falls at conventional gas units.

As part of the 2021-2023 Strategic Plan, two key development areas of generating assets are stipulated:

- Construction of new renewable assets. The Company's portfolio includes three projects with a total capacity of 362 MW, two of which with a total capacity of 291 MW will be put into operation in 2021-2022 and one more 71 MW project will be launched beyond the planning period.
- Modernization and maintenance of the existing gas assets. The Company's portfolio includes four projects with a total capacity of 370 MW. In 2020, significant progress was achieved for one of the Company's four projects, replacement of the turbine and boiler at Nevinnomysskaya GRES, with the planned completion in 2022. The remaining 3 modernization projects will be launched beyond the planning period. In addition to the modernization projects, important maintenance works were successfully carried out in 2020 at the CCGT units of Sredneuralskaya GRES and Nevinnomysskaya GRES.

Structure of net power generation by technology (TW·h)



As part of the 2021-2023 Strategic Plan, the Company applies conservative assessment to the net power output by gas power plants with a gradual increase of wind power output after wind turbines commissioning that generally contributes to the prediction for moderately positive power output.

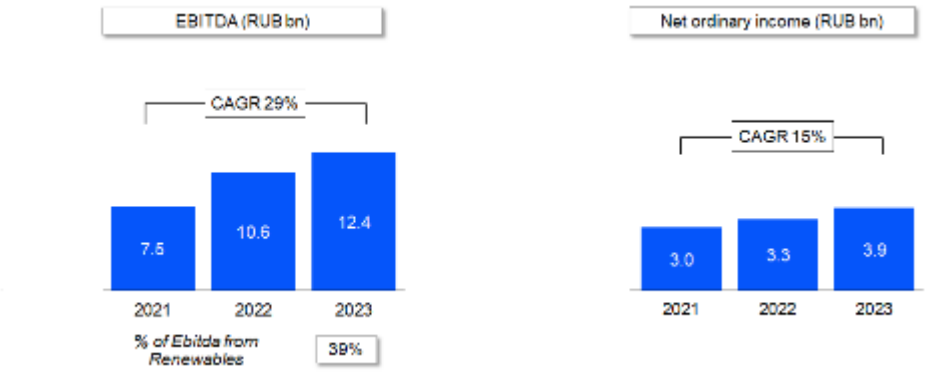
Gradual increase of the total output from 18.0 TW·h to 18.7 TW·h with some fluctuations in accordance with the annual investment plans is anticipated for the period of 2021–2023. Stable generation of the gas

units will be the main driver of growth and, along with the first renewable megawatt-hours generated starting from 2021, will contribute to a moderate positive power output trend.

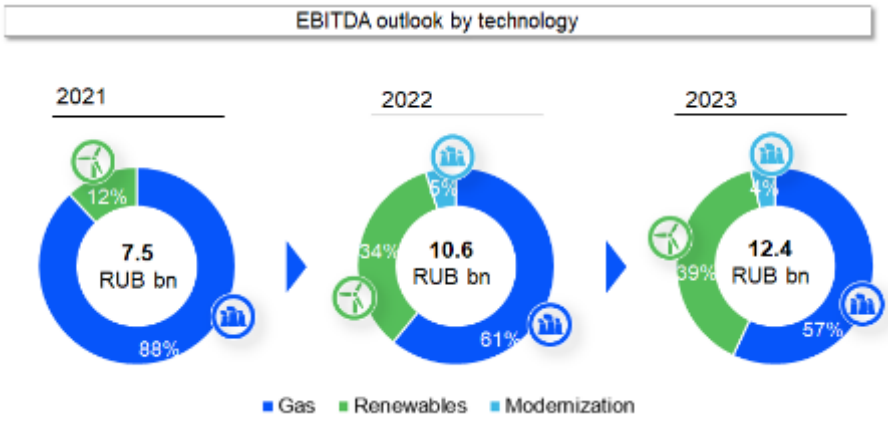
Forecast of Financial Results

As part of the 2021-2023 Strategic Plan, the Company takes a more conservative stance to update of its previous forecast for the energy sector and macroeconomic trends with the consideration of a decreased demand for electric power and reduced DAM prices, as well as the volatility of the growth of the GDP and exchange rates observed in 2020.

Company financial results forecasts till 2023



Forecast for the EBITDA by technologies

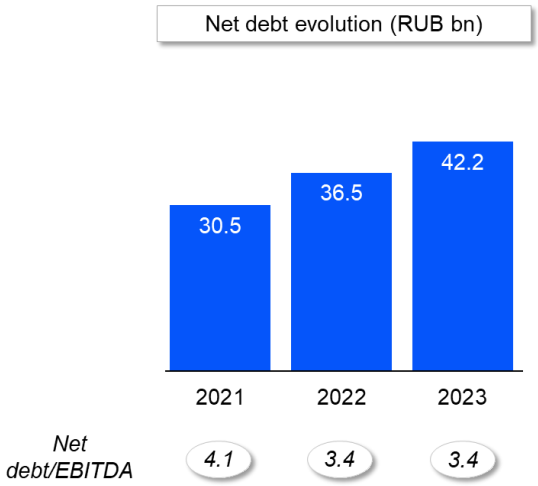


The EBITDA dynamics in 2021 in comparison to 2020 can be explained primarily by ending of the effective terms of the Company thermal CSAs after the 10-year period for return of investment into CCGTs at NGRES and SGRES. The anticipated growth starting from 2021 is generally attributed to the start of the wind CSA program for the 90 MW wind farm in the Rostov Region in 2021 and for the 201 MW wind farm in the Murmansk Region in 2022.

The EBITDA is expected to reach the level of 12.4 billion roubles in 2023, with an average increase by 29% within the planning period from 7.5 billion roubles planned for 2021. Noteworthy that the impact of the renewable projects on the EBITDA will be at the level of 39% by the end of the period evaluated within the Strategic Plan. The structural change of the profit and EBITDA that will be secured by increasing payments for wind capacity supply (renewables CSA) within the period under evaluation after the end of the old thermal CSA program in 2020, will result in more stable generation structure.

The net profit is expected at 3.9 billion roubles in 2023 with an average annual growth by 15% compared to 3 billion roubles expected for 2021, despite the increase of financial costs associated with wind farms construction.

Net debt change forecast, billion rubles



The net debt is expected to grow gradually, as funds will be invested into the current projects, and reach about 42.2 billion roubles in 2023. The maximum growth is planned for 2021, when the net debt will reach 30.5 billion roubles, caused mainly by the need to accelerate investment in order to support the transformation of the Company business portfolio.

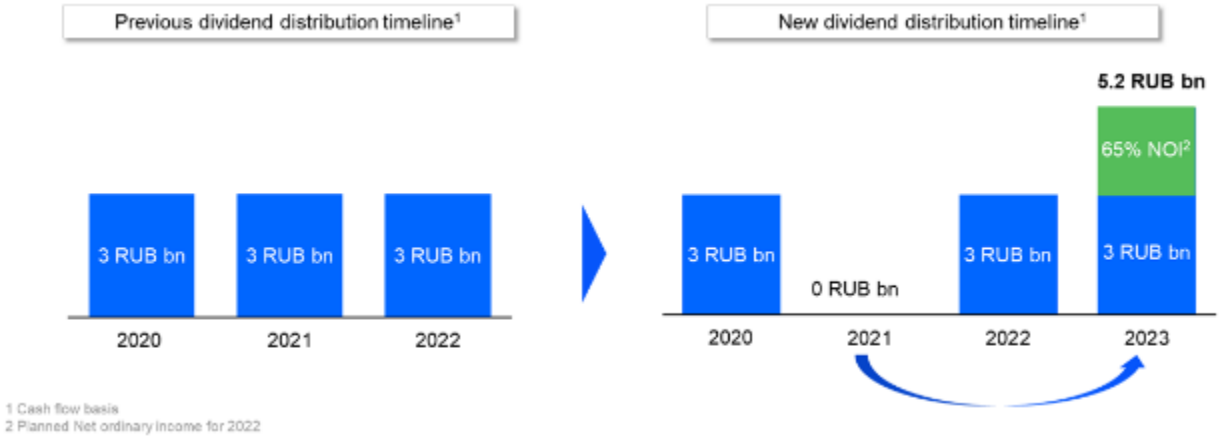
At the same time, as the wind projects will be gradually commissioned, the Company expects to overcome the peak debt load in 2021. After that, the Net Debt/EBITDA ratio is expected to decrease down to 3.4 in 2022 and remain at this level in 2023.

Creating value for shareholders

The 2021-2023 Strategic Plan is based on the balance between financial stability of the business, growth opportunities and predictable rewarding of shareholders. Taking into account the force majeure case officially recognized in one of our projects, as well as the unfavorable market conditions during 2020, preserving financial stability is the main goal for 2021. The Company confirms distribution of dividends in the amount of 3 billion roubles based on the outcomes of 2020, but will perform it in 2023 instead of 2021.

Responsibility before our shareholders and investors remains one of our top priorities. After critical 2021, the period of strategical repositioning and expenses volatility, we plan to allocate in 2022 the dividends in the amount of 3 billion roubles, based on the results of 2021, and about 5.2 billion roubles in 2023 that includes 65% of the net profit of 2022 and fixed dividends in the amount of 3 billion roubles, postponed in 2021, that will result in an increase of dividends per share almost up to 0.15 roubles.

Dividend policy



Sustainability plan 2021-2023

102-16

In the new Sustainability plan we confirm the chosen course towards transformation of our business and transition to "clean energy". All material topics recognized by our stakeholders were included both in the new Sustainability plan and in the annual report (is more detailed in the section "About the report"). For respect for the principle of comparability of data, we represent not only our new targets, but the review of our progress in five years.

In the reporting period we adhered to the course set in Sustainability plan for 2020-2022, however achievement of target indicators was influenced by a global pandemic of COVID-19.

We made the decision to revise the plan for sustainable development for 2021-2023 to set the objectives and to determine activities by all directions of the plan, including the creation of financial value, health and safety, innovations and digitalization, circular economy as well as sound governance and fair corporate conduct. In the new plan we also divided strategic pillars into three blocks: energy transition, people centricity and ESG-backbones. Besides, we defined accelerators of our growth.

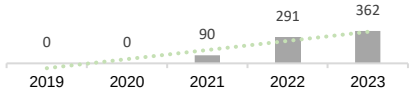
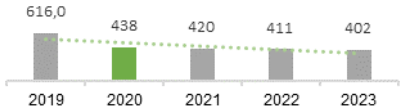
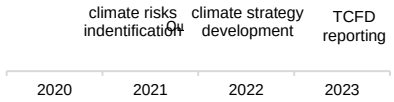
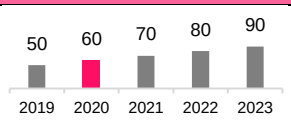
Sustainability plan for 2021-2023

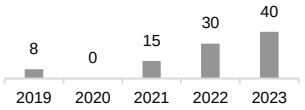
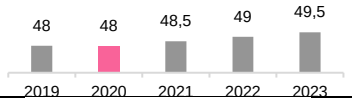
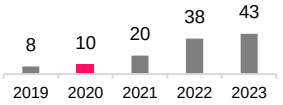
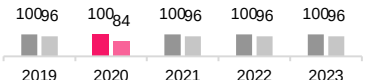
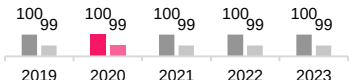
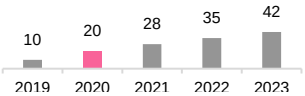
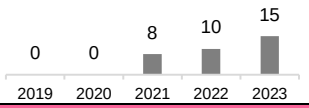
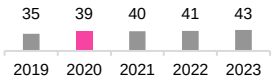
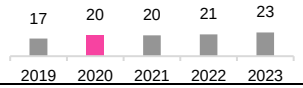
35 TARGETS FOR 2023

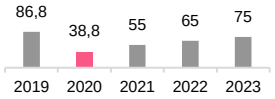
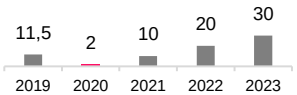
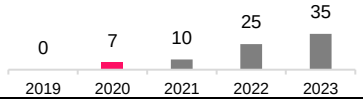
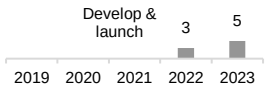
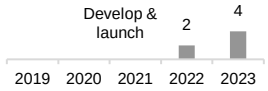
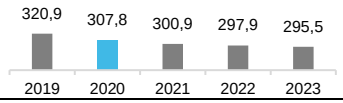
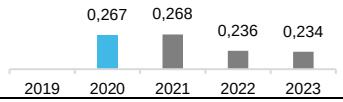
10 TARGETS ARE INTEGRATED IN THE STRATEGIC PLAN OF THE COMPANY

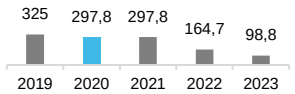
EVERY TARGET IS PRESENTED IN 5-YEAR PERFORMANCE

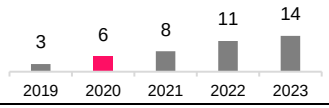
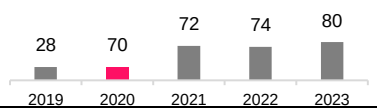
NEW TARGET
TARGET REDEFINED
INFLUENCED BY COVID-19

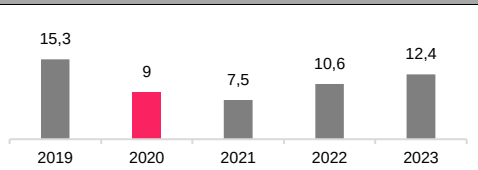
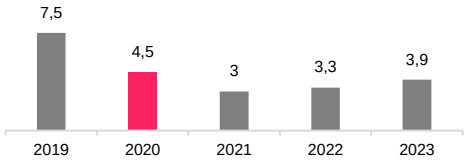
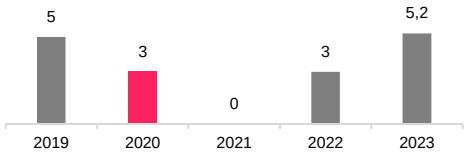
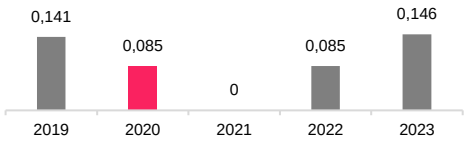
Plan basics	2020 result	2021 target	Target and activities for 2023	SDG
Decarbonization				
Renewable capacity installed (MW) REDEFINED COVID-19	**0**	**90**		
CO_2 emissions intensity (g/kWh)	438	420		
Climate strategy & climate risks NEW	-	Climate risks identification		
People centricity: Engagement people we work with				
People development				
Multiskilling (% of O&M personnel)	**60**	**70**		
Cross functional development	**0**	**15**		

Plan basics	2020 result	2021 target	Target and activities for 2023	SDG
(% high-potential young people) COVID-19				
Training hours (per employee/year)	**48**	**48,5**		
Internal mentors among managers (% of involved) COVID-19	**10**	**20**		
Talent retention				
Climate survey (% of involved and % of participants) REDEFINED	**100/84**	**100/96**		
Performance appraisal (% of involved and % of appraised)	**100/99**	**100/99**		
High-potential employees in training programs (%)	**20**	**28**		
3-year individual career path for high potential employees (%)	**0**	**8**		
Diversity & Inclusion				
Women recruitment (% in short list of candidates)	**39**	**40**		
Women in top management (%)	**20**	**20**		

Plan basics	2020 result	2021 target	Target and activities for 2023	SDG
People centricity: Engaging the local communities				
SDG-linked support to communities (k beneficiaries) COVID-19 REDEFINED	**38,8**	**55**		
Employees involved in corporate volunteering (%) COVID-19 REDEFINED	**2**	**10**		
Sustainability knowledge dissemination (hours/year) COVID-19 REDEFINED	**7**	**10**		
Set up a program for social entrepreneurship support (grants/year) NEW	-	**Develop & launch**		
Increase employees participation in Community support & development program (n of projects/year) NEW	-	**Develop & launch**		
ESG-backbones				
Environmental Sustainabilbity				
Fuel consumption reduction (g/kWh) COVID-19 REDEFINED	**307,8**	**300,9**		
Reduction of specific water requirements (m^3kWh) COVID-19 REDEFINED	**0,267**	**0,268**		

Plan basics	2020 result	2021 target	Target and activities for 2023	SDG
Zero plastics campaign (kg of single-use plastic) COVID-19 REDEFINED	**297,8**	**297,8**		
Health & Safety				
LTIFR reduction NEW	Reduction of injury frequency rates compared to prior years (LTIFR)			
Safety culture NEW	Growing the culture, awareness and commitment of employees and contractors with respect to health and safety issues			
Sustainable Supply Chain				
Qualified suppliers assessed for health and safety aspects for all product groups (% qualified suppliers) NEW	89	**100**		
Qualified suppliers assessed for environmental aspects for all product groups (% qualified suppliers) NEW	89	**100**		
Qualified suppliers assessed in relation to aspects of human rights or business ethics for all product groups (% qualified suppliers) NEW	89	**100**		
Continuous increase in coverage rate of tenders with K of sustainability (% of tenders with K of sustainability/total tenders) NEW	85	**70**		
Sound governance BROAD				
Human rights NEW	• Review of Human Rights policy • Training for employees • Bridge management gaps following Human Right Due Diligence study			
Enel Global Compliance Program NEW	• Evaluation of the control procedures • Evaluation of the internal control system & development of corrective and preventive actions • Training for employees			

Plan basics	2020 result	2021 target	Target and activities for 2023	SDG
Integrated Management System development NEW	• Post-certification external and internal audits under ISO 37001 Anti Bribery Certification • Update of the corruption risk assessments • Communication campaign and training • ISO 50001 on NGRES and SUGRES			
Corporate governance NEW	• Election of 4 and more independent directors to the BoD • Independent evaluation of BoD performance • Be among Top-5 companies listed in 1st quotation list on MSE for compliance with Corporate Governance Code			
Non-financial reporting NEW	• Improving the quality of disclosures according to GRI standards • Report on climate strategy & risks • TCFD-reporting • Non-financial disclosure verification			
Growth accelerators				
Circularilty NEW				
Circular economy initiatives (projects per year) REDEFINED	**6**	**8**		
Embed principles of circular economy in construction and operation of PPs NEW	• Definition and application, in collaboration with various company areas, of circular economy solutions			
Innovation & Digitalization NEW				
Resources use (paper, energy) & waste in office facilities NEW	• Reduce paper consumption by 20% and waste by 10% • Reduce electricity consumption due to use of cloud-based data centers			
Digital skills training (% of involved)	**70**	**72**		

Plan basics	2020 result	2021 target	Target and activities for 2023	SDG
Digitalization to lower CO2 NEW	• Integrating communication services and developing digital initiatives that contribute to the reduction of carbon dioxide emissions (video communications, shared platforms, instant messaging)			
Financial value creation NEW				
EBITDA, bln RUB	**9,0**	**7,5**		
Net revenue from operation activities, bln RUB	**4,5**	**3,0**		
Dividends paid, bln RUB	**3,0**	**0,0**		
Dividends per share, ruble/share	**0,085**	**0,0**		

Coal Phase Out

102-10

In 2019, PJSC Enel Russia and Kuzbassenergo JSC (a subsidiary of Siberian Generating Company LLC) signed an agreement on the sale of Reftinskaya GRES, the largest coal-fired power plant in Russia. The transaction included three stages, for more information regarding its timeline please refer to the Annual Report 2019.

The Reftinskaya GRES sale project was very important for the company, as we gained our first experience in joint management of Russia's largest coal-fired power plant.

Reftinskaya GRES is a coalpower plant with the installed capacity of 3,800 MW located in Reftinsky settlement of the Sverdlovsk Region. The power plant consists of six 300 MW power units and four 500 MW power units, the installed heat capacity of the plant is 350 Gcal/h. Reftinskaya GRES can supply electricity to about 40% of the entire Sverdlovsk Region.

During the 9-month transition period (from October 1, 2019 to June 30, 2020), PJSC Enel Russia and Kuzbassenergo JSC jointly managed the power plant under a lease agreement, and once the transition period expired, Kuzbassenergo JSC started to operate the plant independently.

The total amount of the transaction at the end of the transition period was 20.7 billion rubles excluding VAT. Moreover, PJSC Enel Russia additionally secured about 2 billion rubles excluding VAT by selling the stocks of Reftinskaya GRES, including coal, liquid fuels, chemical agents and spare parts. The sale-purchase agreement also provides for the receipt of additional payments in the amount of up to 3 billion rubles in total within five years should certain special conditions be met.

In order to follow up with full and proper performance of the obligations of the parties under the agreements for sale and lease of Reftinskaya GRES, PJSC Enel Russia established a special Project Office responsible for the interaction with the new owner, monitoring of implementation of different transaction stages, regular reporting and management of documents sharing.

Personnel

At the end of the transition period, the personnel of the power plant was transferred to Kuzbassenergo JSC with all the employees' compensations and benefits for preserved by the new employer.

Despite the difficult epidemiological situation in the Sverdlovsk Region, we made every effort to provide employees with the possibility to sign the agreement on replacement of the employer party in employment contracts 2 months before the end of the transition period.

Environmental impact

We operated the plant until July 1, 2020 and we complied with our regular standards of environmental issues management. For more information on the issue please refer to the chapter "Responsible attitude to the environment". The responsibility for environmental impact was transferred to the new plant owner from July 1, 2020.

Social partner relations

PJSC Enel Russia has more than once been on the list of the best benefactors of Sverdlovsk Region, always showing high level of support and contribution to the local community and area development. The new owner of the power plant carried on the tradition set by PJSC Enel Russia and entered into commitment to interact with the local communities already in early 2020.

Cession of contracts

At the end of the transition period, PJSC Enel Russia re-assigned about 180 effective contracts related to Reftinskaya GRES to Kuzbassenergo JSC in order to provide uninterrupted operation of the power plant.

Accounts receivable

After the settlements under the lease agreement, PJSC Enel Russia and Kuzbassenergo JSC signed claim assignment agreements in relation to the rights to claim monetary funds for the electricity and capacity supplied to consumers on the wholesale power and capacity market (WPCM) under contracts in force but not paid for by consumers as of the date of the lease agreement. The rights to receive payments from consumers were assigned to Kuzbassenergo JSC under Article 384 of the Civil Code of the Russian Federation in the scope and under the conditions available with PJSC Enel Russia.

Storage contract

In early July, PJSC Enel Russia and Kuzbassenergo JSC signed a storage agreement for up to 2 years. The agreement regulates the rights and responsibilities related to storage of spare parts belonging to PJSC Enel Russia and stored in the warehouses of Reftinskaya GRES. PJSC Enel Russia intends to sell a portion of the spare parts covered by the storage agreement to either third parties or Kuzbassenergo JSC.

Development of Renewable Energy Sources

"As per Enel Russia's decarbonization strategy, we are considering all the opportunities in the "green" energy market. The company seeks to increase its portfolio of renewable energy facilities in the country, both through projects in the field of wind energy and solar generation. In addition, we see how the topic of "green" hydrogen has become very relevant in Russia. The Enel Group views Russia as a potential market for green hydrogen production"

Felice Montanari
Head of Renewable Generation

103-1 103-2 103-3

Enel Russia follows the strategy of Enel Group on development of environmentally friendly energy sources and recognition of climate change importance and its further combating. (see details in the section "Decarbonization of the Fuel Mix"). PJSC Enel Russia increases the share of renewable energy sources use and supports environmental and social goals set by the Group. We use sustainability approach as a basis when defining our investments and production strategies.

In 2013 the Government of the Russian Federation launched a program for incentivize the development of energy assets based on RES and adopted the required regulatory legal acts. Due to this favorable regulatory frame PJSC Enel Russia decided to invest into the projects for construction of renewable energy generation facilities.

Being an active member of major business and trade associations in the country PJSC Enel Russia elaborates proposals for improving regulatory acts regulating functioning of green generation as well as further encouragement of long-term development of RES generation.

We are developing own portfolio of RES projects and constructing wind farms in different regions of Russia. Enel Russia is considering participating in the upcoming renewable tenders for next years and strongly focuses on developing its RES project pipeline.

Renewable energy projects of Enel Russia

Title	Capacity	Generation/year	Location	Commencement of construction	Date entered into service	Project status
Azovskaya WPP	90 MW	320 GWh	Rostov Region	May 2019	01 June 2021	TOD achieved
Kolskaya WPP	201 MW	750 GWh	Murmansk Region	September 2019	01 May 2022	during construction
Rodnikovsky WPP	71 MW	220 GWh	Stavropol Region	The information will be given in the next reporting period	01 July 2024	Under development

362 MW - total installed capacity
1.3 TWh - electric power generation per year
1040 kilotons - reduction of the volume of CO2 emissions per year

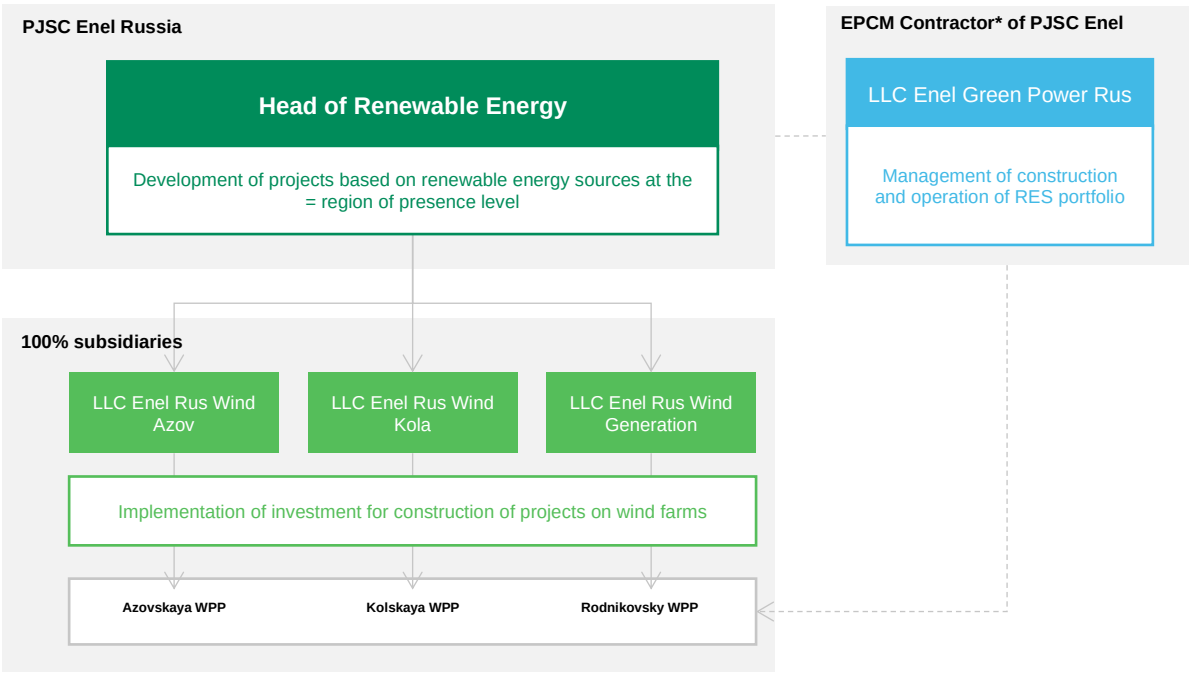
We implement the projects in the sector of renewable energy sources in full compliance with internal procedures and policies adopted at PJSC Enel Russia namely:

Integrated Policy for Quality, Health, Safety, Environment and Energy Efficiency https://www.enelrussia.ru/content/dam/enel-ru/documents/en/%D0%98%D0%B	Charter of PJSC Enel Russia https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Charter.pdf	Code of Ethics https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/CODE%	Zero Tolerance to Corruption Plan Regulation https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Ze	Global Compliance Program on corporate criminal liability https://www.enelrussia.ru/content/dam/ene

D%D1%82%D0%B5%D0%B3%D1%80%D0%B8%D1%80%D0%BE%D0%B2%D0%B0%D0%BD%D0%BD%D0%B0%D1%8F%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B0%20%D0%9A%D0%9E%D0%A2%D0%AD%D0%B8%D0%AD_2019_eng.pdf		20OF%20ETHICS-2017-2.pdf	ro%20Tolerance%20to%20Corruption%20Plan.pdf	l-ru/documents/en/basic/Enel%20Global%20Compliance%20Program.pdf

The team working on the projects for development of renewable energy sources consists of ~ 80 persons that coming from engineering & construction, business development, procurement, finance, legal service, health and safety, digital solutions. Not only Russian specialists participate in it but colleagues from Enel Group throughout the world too, which allows establishing continuous sharing of expertise and best practices.

Structure of wind generation development management



** EPCM-contractor for Azov wind farm and Kola wind farm (Engineering, Procurement, Construction, Management) – engineering services, procurement, construction, project management*

Infrastructure Development

Azovskaya WPP consists of 26 wind generators (WTG), and Kolskaya WPP consists of 57 WTGs.

The supplier of WTGs for both projects is LLC Siemens Gamesa Renewable Energy. The percentage of localization of equipment and works in accordance with concept of development of renewable energy sources in Russia in accordance with Decree of Government of Russian Federation must be at least 65% for each project. It means that more than a half of the wind turbine equipment and works related to wind plants construction should be produced in the territory of the Russian Federation by local factories and specialized companies.

Construction of internal roads for delivery of every WTG to its position on the construction site of the total length of about 16 km was completed for Azov project. Construction of internal roads for Kola project for total length of about - 60 km is ongoing. in addition, with regards to Azov project we reconstructed the external access road with the length of about 5 km from the wind farm territory to the boundary with Krasnodar Territory that is used on only for wind farm purposes but by the local community as well.

For grid connection of both projects to the Unified Energy System of Russian Federation, PJSC Enel Russia is constructing high-voltage power transmission lines: for Azov project, construction of 110 kV power transmission line was finished with the length of ~ 50 km; for Kola project, 150 kV power transmission line with the length of ~ 70 km is currently at the construction phase. Construction of high-voltage power transmission lines along with wind farms will increase the flow of electricity within and outside the regions, ensuring high reliability of power supply for the consumers.

COVID impact

COVID pandemic had an impact on the construction schedule. There were several COVID cases on the construction sites of our windfarms, which led to temporary interruption of works. It has affected indirectly the project as there were delays with the supply of some components from abroad and manufacturing of some components in Russia. Also due to travel restrictions there was a delay with the arrival of supervisors from foreign countries to Russia, who at the moment are still having limitations to cross Russian border. The company is putting the maximum efforts on mitigation actions and acceleration of construction works.

In May 2020 the company notified the participants of the wholesale electricity market about the likelihood of force majeure occurrence for two wind farms due to COVID pandemic and in January 2021 the Market Council recognized the force majeure for Azovskaya wind farm. Now the company is reviewing the legal grounds for making the force majeure application for Kolskaya wind farm within 2021.

Local supply chain focus

In July 2020 the company decided to terminate BoP contract with LLC Cantreva, which is a subsidiary of Greek company Cantreva S.A. on Kolskaya WPP. It was decided from project management perspective that substitution of LLC Cantreva is a step which is aimed at enhancing the successful project's implementation with reliance on expertise and resources strongly embedded with the local territory and economy.

Operation & Maintenance

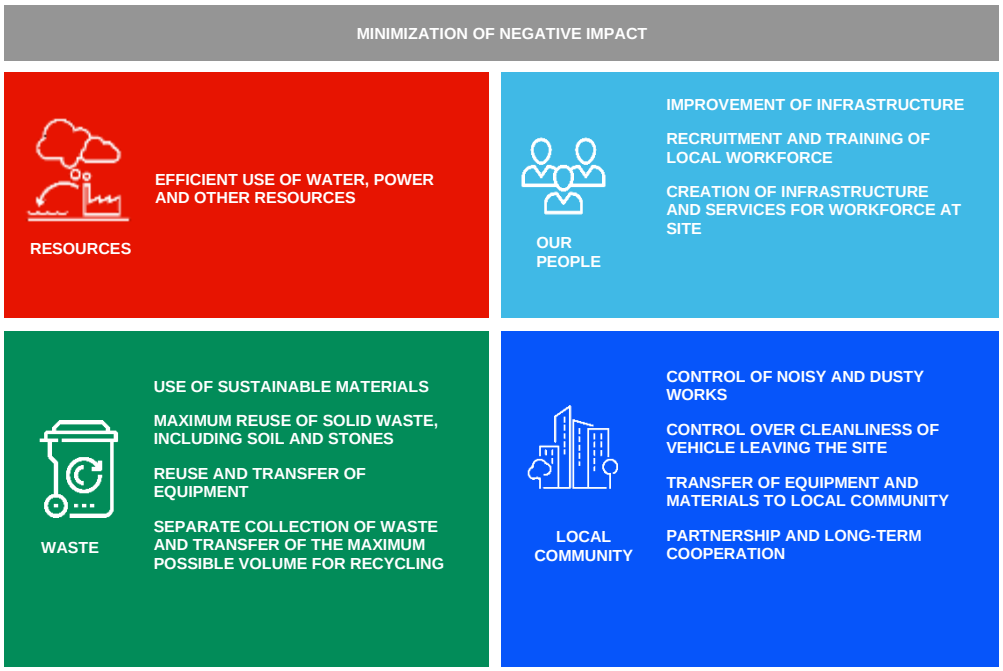
PJSC Enel Russia via its 100% subsidiary LLC Enel Rus Wind Azov is performing operation of Azovskaya wind farm, using some personnel on the site of Azovskaya WPP and some personnel in remote control room in Moscow headquarters. It is planned that after construction completion, Kolskaya wind farm and Rodnikovskaya wind farm will be also managed from a remote control room in Moscow, so there will be a single center of wind farms operation in the company.

As for the maintenance, the company is relying on operation & maintenance agreement with the supplier of wind turbine generators – LLC Siemens Gamesa Renewable Energy, which will allow to ensure proper coverage with spare parts, materials and services for wind turbine generators equipment.

Sustainable Construction Site

At the stage of construction of generation facilities all processes are strictly regulated also by global procedures of the company included in Enel Green Power. PJSC Enel Russia organizes the work at the construction site with regard to the principles of sustainable construction site.

Principles of sustainable construction site



Regarding current practices, we make uncompromising requirements for health and safety at the construction sites, applied equally to both company employees and employees of contractors and subcontractors. The wheel washing stations with 100% closed cycle of water usage are installed at our construction sites. We adhere to the principle of "zero ground balance" – this means that the ground left

from excavation of foundation is used for the construction of internal roads and other construction purposes within the territory of the construction site. We arranged separate waste collection at the construction site of Azovskaya wind farm.

We involve actively the local authorities and local community in projects for the improvements and development of the territories of our presence (see details in the sections “Engaging the Local Community” and “Calendar of Events”).

Our Business

Company Position in the Sector

102-2, 102-4, 102-6

The company is engaged in business activities on the wholesale electricity (capacity) market (hereinafter - the WECM) in the First Price Zone which includes European Russia and the Urals.
The following entities are the key players on the WECM:

- wholesale generating and territorial generating companies established as a result of the power industry reform, PJSC RusHydro, JSC Rosenergoatom ;
- utility companies with the status of guaranteed suppliers, major utility companies and independent suppliers.

Main Markets where the company Carries out its Activity

The company carries out its power and capacity sales activities in the following wholesale market segments:

Regulated contracts (RC)

Since 2011, regulated contracts have been signed to cover the volumes of electricity and capacity only intended for the supplies to residents, consumer groups equated to residents via guaranteeing suppliers and utility companies. Prices (tariffs) for power and capacity supplies under regulated contracts are calculated by prices indexation formulae determined by the federal executive body of the Russian Federation in the area of public tariff regulation (Federal Antimonopoly Service). Volumes of power and capacity supply under RCs are determined within the forecast summary balance of power generation and supply to the wholesale market `developed so that RC supplies would not exceed 35% of planned power (capacity) supply defined in the balance decision within the relevant regulation period for a power and capacity generator included into the summary balance.

Day ahead market (DAM)

At the “day ahead market”, the volumes of power production exceeding the RC volume are traded at free (marginal) prices obtained as a result of a competitive tender of price bids from participants of the wholesale market for purchase/sale of power. Bidding at the DAM (day ahead market) is organized and held by Joint Stock Company Trade System Administrator of the Wholesale Electricity Market (JSC ATS).

Balancing Market (BM)

Trade in deviations of the actual production schedule from the planned one is exercised at the balancing market at prices formed based on a competitive tender for price-taking bids of BM participants formed according to the marginal principle (suppliers and consumers with adjustable production profile).

Capacity

Starting from 2011, only capacity in the volumes necessary for supply to the residents and equated consumer categories regarded as residents is delivered under regulated contracts.

Trade in liberalized, or "free capacity" is carried out through mechanisms of competitive capacity auction, through signing of free contracts directly withcustomers, as well as via agreements for supply of capacity of various facilities (renewable power plants, NPPs/HPPs, modernized thermal generation assets).

Since 2011, competitive capacity auction in the form of marginal auction had been performed on a yearly basis. Since September 2015, competitive capacity auction had been performed for 4 years ahead. Since September 2018, competitive capacity auction had been performed for 6 years ahead. Competitive capacity

auction for 2026 planned to be held in autumn of 2020 was postponed and then held in February 2021 due to the delays in specification of the rules for selection of thermal power plants modernization projects.

Newly built generation facilities capacity is sold by means of capacity supply agreements (DPM) and ensures the return on investments into construction during 10 years for thermal generation facilities, 15 years for renewable facilities and 20 years for NPP/HPP facilities. For PJSC Enel Russia, DPMs had been being in effect with respect to two combined cycle gas turbines (CCGTs) at Nevinnomysskaya GRES and Sredneuralskaya GRES up to 2020 included. The company plans to start capacity supply under the renewable DPM contracts related to the new wind farms in the South and Northwest of Russia in 2021-2022. Currently, the Company is implementing three wind farm contruction projects for the total capacity of 362 MW under the renewable DPM.

Since 2019, a new thermal generation support tool has been introduced in the form of competitive auction of modernization projects (KOMMod) leading to signing of capacity supply contracts with awarded participants, ensuring reimbursement of invoiced expenses for project implementation during 16 years. The auction procedures for 2022-2026 have already been held, with PJSC Enel Russia declared winner for 4 projects at Sredneuralskaya GRES and Nevinnomysskaya GRES with the total capacity of 370 MW. A start of capacity supply under KOMMod contract for the modernized facilities is planned for 2022 for the first selected project of Enel Russia at Nevinnomysskaya GRES.

The cost of capacity supplied at free prices shall be calculated taking into account "capacity quality", i.e. actual availability of equipment. By influencing the cost of the supplied capacity, this market mechanism permits to stimulate suppliers to ensure availability of generating equipment required for operation or connection to the grid.

Heat Sales

EU1

Heat sales are carried out at the regional market, at the place of power plant location, according to the tariffs approved by the relevant regional power commissions of the Russian Federation.
In 2020, the total installed heat capacity of the company was 2,363 MW.
Heat Sales are performed by:

- Konakovskaya GRES (Konakovo Tver Region);
- Nevinnomysskaya GRES (Nevinnomyssk, Stavropol Territory);
- Sredneuralskaya GRES (Yekaterinburg, Verkhnyaya Pyshma, Sredneuralsk, Sverdlovsk Region).

Heat supply companies carrying out their activities in the cities and towns where the power plants of PJSC Enel Russia are located are the main consumers of heat power supplied by the power plants of PJSC Enel Russia.

Competition

Since the company power plants, together with other power plants, are incorporated into the Unified Energy System of Russia (UES of Russia) with unified networks, processes of generation and consumption of power, we can consider that all thermal generating companies and also Rosenergoatom and RusHydro, that are participants of the wholesale power market, are competitors. For more detailed analysis of the competition, it is necessary to note that the power plants of PJSC Enel Russia conduct their business operations at the wholesale electricity (capacity) market in the First Price Zone that includes the European part of Russia and the Urals, as well as to consider the distance between specific energy supplier and centers of demand and take into the account the extent of influence of every competitor on the pricing in the region.
HPPs and NPPs have lower power production costs as compared to thermal power plants. Due to the particularities of operation of their generating equipment (safety, environmental protection measures, use of natural resources, modes of operation), these types of plants are more competitive on the power markets.

Thermal power plants using gas, fuel oil and coal as fuels are in equal conditions from the competition point of view.

Main competitive advantages of the Enel Russia:

- assets diversification, including two CCGTs with low heat rate;
- geographic diversification of power plants;
- stable share of electric power generation in each energy regions of presence of the company's production assets;
- high degree of personnel’s competence;

- successful participation in development and implementation of thermal generation modernization projects, as well as renewable projects;
- innovative nature of corporate governance, inspection and maintenance of production assets, use of global best practices;
- pursuit of the sustainable development goals.

Power Plant	Location of the competitors	Competitors
KGRES	UES of Centre (Central Federal District of the Russian Federation), UES of North-West	Kostromskaya GRES - 3,600 MW (OJSC INTER RAO - Electrogeneratsiya)
		CHP No. 16, CHP No. 20, CHP No. 21, CHP No. 26, CHP No. 27 - 6,433 MW (PJSC Mosenergo)
		Smolenskaya AES- 3,000 MW (JSC Rosenergoatom)
		Kalininskaya AES- 4,000 MW (JSC Rosenergoatom)
		Leningradskaya AES- 4,200 MW (JSC Rosenergoatom)
		Kurskaya NPP - 4,000 MW (JSC Rosenergoatom)
		Zagorskaya GAES - 1,200 MW (PJSC RusHydro)
NGRES	UES of South	Stavropolskaya GRES - 2,423 MW (PJSC OGK-2)
		Novocherkasskaya GRES - 2,258 MW (PJSC OGK-2)
		Rostovskaya NPP - 4,030 MW (JSC Rosenergoatom)
		Hydro plants cascade of the UES of South (PJSC RusHydro)
SUGRES	UES of Ural	
		Reftinskaya GRES - 3,800 MW (JSC Kuzbassenergo)
		Beloyarskaya AES- 1,480 MW (JSC Rosenergoatom)
		Yuzhnouralskaya GRES-2 - 845 MW (OJSC INTER RAO - Electrogeneratsiya)
		Nyaganskaya GRES - 1,345 MW (PJSC Fortum)
		Nizhnevartovskaya GRES - 2,031 MW (CJSC Nizhnevartovskaya GRES)
		Permskaya GRES - 3,363 MW (OJSC INTER RAO - Electrogeneratsiya)
		Surgutskaya GRES-1 - 3,333 MW (PJSC OGK-2)
		Surgutskaya GRES-2 - 5,667 MW (PJSC Unipro)

Traditionally, the main factors that has a negative impact on the production and, respectively, sales of power, are grid limitations and UES modes, namely:

- repair of grid equipment of electric power substations and outgoing overhead power transmission lines;
- repair, startups, shutdowns and peculiarities of operating modes of power plant production assets.

Similarly to the majority of market participants, in 2020, the company has experienced the nationwide economic slowdown due to the influence of various factors, including the COVID-19 pandemic and such related effects as reduction of power consumption and decreased prices on free power markets.

Konakovskaya GRES

Taking into account the latest tendencies for power demand in the UES of Centre, influence of generating capacities of competing companies on the mode of Konakovskaya GRES operation is more significant during the heating period and is associated with the commissioning of the facilities belonging to heat generating companies, as well as with new CCGT and NPP units commissioning.

These are the main transmission lines and substations that have impact on the operation of Konakovskaya GRES when they are maintained: Kalininskaya AES HV line - Opytnaya, Kalininskaya AES HV line - Vladimir, Konakovskaya GRES HV line - Cherepovets, Kalininskaya AES HV line - Belozerskaya, Kalininskaya AES HV line - Gribovo, Konakovskaya GRES HV line - Trubino, Konakovskaya GRES HV line

- Bely Rast, Opytnaya HV line - Bely Rast and Belozerskaya substation, Opytnaya substation, Vladimir substation, Gribovo substation.

Nevinnomysskaya GRES

Nevinnomysskaya GRES is located in a deficit power supply hub of the UES of South. To ensure operation reliability of this power hub, the operative dispatch centre of the South plans to provide increased load of generation capacities of Nevinnomysskaya GRES, except for:

- operation of the power grid in maintenance schemes when limitation of load of the power plant is necessary;
- the flood period when limitation of the power plant's load is caused by increased output of capacity from HPPs of the UES of South "locking" Nevinnomysskaya GRES due to grid peculiarities.

The advantages of Nevinnomysskaya GRES are: its location in the power grid of South that ensures load and high coefficient of utilization of installed capacity, and the new high-efficient CCGT that due to low fuel consumption is always in demand.

Sredneuralskaya GRES

Loading of capacities of Sredneuralskaya GRES, given the low production cost, is conditioned not only by the power demand of the UES of Ural, but also by the heat demand of Yekaterinburg, Verkhnyaya Pyshma and Sredneuralsk urban areas.

Change in shares of generation of the power plants of PJSC Enel Russia in 2019 and 2020

Power plant	2017	2018	2019	2020	2020 to 2019 change
KGRES share in UES of Centre	3,0%	2,9%	2.5%	2.6%	0.1%
NGRES share in UES of South	8,1%	7,6%	6.9%	6.4%	-0.5%
SUGRES and RGRES*[6] (2019) share in UES of Ural	10,2%	10,1%	8.0%	2.6%	-5.4%
Enel Russia share in 1 PZ**[7]	5.2%	5,0%	4.1%	2.4%	-1.7%

In 2020, the company power plants have their market share reduced by 1.7% compared to 2019. This is attributed to the RGRES disposal and decreased output of the power plants amid unfavorable prices.

[6] RGRES share data provided for 9 months of 2019 due to the RGRES disposal.
[7] 1 PZ: First Price Zone of the Wholesale Power Market, including the European part of Russia and the Urals

Regulatory authorities in the electric power industry

Regulatory authority	Functionality
Government of the Russian Federation, Ministry of Economic Development of the Russian Federation, Ministry of Industry and Trade of the Russian Federation, Ministry of Energy of the Russian Federation	Definition of the main areas for the development of the power sector of the Russian Federation
Federal Antimonopoly Service (FAS of the Russian Federation)	Regulation and control of access to the electric grids and services for power transmission; approval of tariffs and scope of purchase/sales of power and capacity.
Joint Stock Company System Operator of Unified Energy System (JSC SO UES)	Implementation of a package of measures aimed at centralized control of operating modes of power industry facilities and power receiving installations of consumers
Joint Stock Company Trade System Administrator of the Wholesale Electricity Market (JSC ATS)	Organization of wholesale power trade, verification of cross-obligations set-off between the trade market participants; organization of warranty and settlement system at the wholesale market, market regulations compliance control
Non-profit Partnership "Market Council for Organization of Efficient System for Wholesale and Retail Trade in Electric Energy and Capacity" (Association NP Market Council)	Provision of the WECM commercial infrastructure functioning, provision of effective interconnection between the wholesale and retail markets, competition on the wholesale and retail market, maintenance of the balance of interests of power and capacity producers and purchasers

Production indicators[8]

"In 2020, two major repairs and modernization of the Siemens SGT5-4000F Service Pack 8 gas turbine were carried out at the Nevinnomyskaya GRES, which allowed to improve its characteristics in terms of specific fuel consumption, increase the installed capacity and the repair interval. The project was completed ahead of schedule and went through without a single incident. The use of innovative technologies provided remote participation in these projects of chief engineers of equipment manufacturers, technical support and engineering specialists.
Another important event was the start of work on the first modernization project at Nevinnomysskaya GRES: the replacement of turbine No. 4 and the partial replacement of boiler No. 5, which included a unique operation such as the installation of the boiler drum in the operating conditions of the generating equipment.
In July 2020, the first stage of a large project for the construction of treatment facilities at the Sredneuralskaya GRES was completed. The new wastewater treatment system, which has been put into operation, allows for its treatment and subsequent use in the technological cycle of the plant, thereby significantly reducing the intake of source water from the Iset reservoir and reducing the level of the plant's impact on the environment, which is fully consistent with our company's sustainable development strategy: caring for the environment, striving for innovation and improving the living conditions of local communities."

Oleg Kosmenyuk,
Head of Generation

EU1

Installed heat and electric capacity of the company power plants

Power plant	Type of capacity, unit of measurement	2017	2018	2019	2020
	Electrical, MW	2,520	2,520	2,520	2,520

[8] If not indicated otherwise, in this section RGRES data are provided for 9 months of 2019.

Konakovskaya GRES	Heat, Gcal/hour (MW)	120 (140)	120 (140)	120 (140)	120 (140)
Nevinnomysskaya GRES	Electrical, MW	1,530.2	1,530.2	1,530.2	1,530.2
	Heat, Gcal/hour (MW)	585 (680)	585 (680)	585 (680)	585 (680)
Reftinskaya GRES	Electrical, MW	3,800	3,800	3,800	-
	Heat, Gcal/hour (MW)	350 (407)	350 (407)	350 (407)	
Sredneuralskaya GRES	Electrical, MW	1,578.5	1,578.5	1,578.5	1,578.5
	Heat, Gcal/hour (MW)	1,327 (1,543)	1,327 (1,543)	1,327 (1,543)	1,327 (1,543)
Total for Enel Russia	Electrical, MW	9,428.7	9,428.7	9,428.7	5,628.7
	Heat, Gcal/hour (MW)	2,382 (2,770)	2,382 (2,770)	2,382 (2,770)	2,032 (2,363)

Due to the RGRES disposal, the installed capacity data for 2019 is provided as of 01.10.2019.

Fuel consumption structure

The main type of fuel used at all power plants is natural gas (99.8-99.9%), while the reserve fuel is fuel oil (0.1-0.2%).

Natural gas is acquired at the prices fixed in long-term gas supply contracts signed with independentproducers, as well as with use of tools for arranged gas trading at JSC SPIMEX exchange.

Fuel oil is used as the reserve fuel during periods of limited gas supply and acquired directly from producers and suppliers or on JSC SPIMEX exchange.

Net power output

In 2020, the net power output of PJSC Enel Russia was 18,087 thousand MW·h, 44.2% less than in 2019.

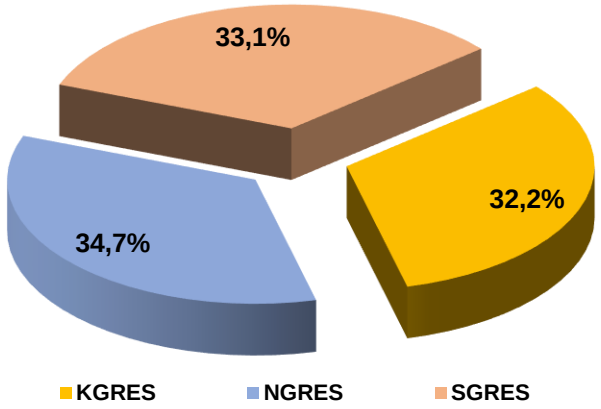
Net power output by the company power plants in 2017-2020*

EU2

Power plant	Unit of measurement	2017	2018	2019	2020	2020 vs. 2019	Reasons of changes 2020 vs. 2019
Konakovskaya GRES	GW·h	6,950	6,462	5,698	5,821	2.2%	High load factor in summer
Nevinnomysskaya GRES	GW·h	7,741	7,534	6,750	6,273	-7.1%	Modernization of the CCGT, lower electric power output by the conventional equipment due to lower power consumption caused as a result of the COVID-19 pandemic
Reftinskaya GRES	GW·h	18,565	18,572	13,333	0*	Not applicable	Sale of property to new owner October 1, 2019
Sredneuralskaya GRES	GW·h	6,575	6,614	6,652	5,993	-9.9%	Extended maintenance campaign in 2020, lower power consumption due to the COVID-19 pandemic
Total for the company	**GW·h**	39,831	**39,182**	**32,433**	**18,087**	**-44.2%**	**RGRES disposal, lower power consumption in First Price Zone due to the COVID-19 restrictions**
Total except for Reftinskaya GRES	**GW·h**	21,266	**20,610**	**19,100**	**18,087**	**-5.3%**	

2019*- considering RGRES disposal, RGRES data is provided for 9 months of 2019.

Structure of net power output of the gas-fired power plants of Enel Russia in 2020



102-7

Power sales by the company in 2017-2020

Sales	Unit of measurement	2017	2018	2019	2020	2020 vs. 2019	2020 vs. 2019 except for RGRES
Regulated	GW·h	8,395	9,218	7,725	4,216	-45.4%	-8.0%
Free	GW·h	37,180	35,854	29,560	16,742	-43.4%	-4.5%
Total	**GW·h**	**45,575**	**45,072**	**37,285**	**20,958**	**-43.8%**	**-**
Total except for RGRES	**GW·h**	**24,080**	**23,352**	**22,124**	**20,958**	**-**	**-5.3%**

Capacity sales by the company in 2017-2020

Sales	Unit of measurement	2017	2018	2019	2020	2020 vs. 2019	2020 vs. 2019 except for RGRES
Regulated	MW	30,369	30,500	27,956	17,798	-36.3%	0.6%
Free	MW	74,026	72,534	64,351	45,298	-29.6%	-0.9%
Including DPM	GW	9,267	9,196	9,185	9,061	-1.4%	-
Total	**MW**	**104,395**	**103,034**	**92,307**	**63,096**	**-31.6%**	**-**
Total except for RGRES	**MW**	**63,881**	**63,627**	**63,396**	**63,096**	**-**	**-0.5%**

Reduction in the volume of capacity sales by the power plants of PJSC Enel Russia in 2020 are mainly attributed to the RGRES disposal.

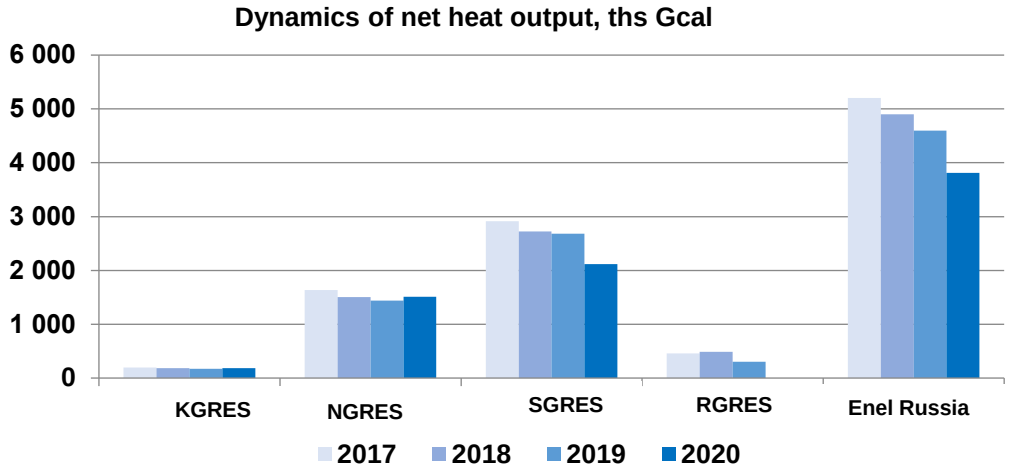
Heat power

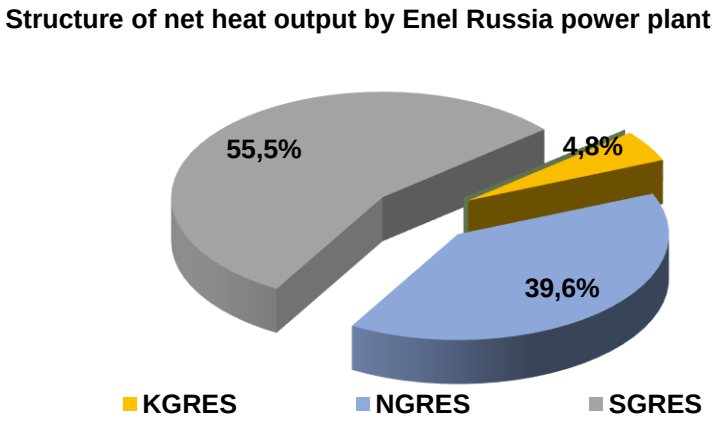
In 2020, heat output by the power plants of PJSC Enel Russia was 3,812 thousand Gcal or 4,433 MW, that is 17.1% less than in 2019, mainly due to the lower heat power generation by Sredneuralskaya GRES as a result of the lower demand, as well as due to the Reftinskaya GRES disposal.

Net heat power output by the company power plants in 2017-2020

Power plant	Unit of measurement	2017	2018	2019	2020	2020 vs. 2019
Konakovskaya GRES	ths Gcal/MW	195/227	187/218	174/203	184/214	5.8%

Nevinnomysskaya GRES	ths Gcal/MW	1,637/1,904	1,504/1,749	1,440/1,674	1,511/1,757	4.9%
Reftinskaya GRES	ths Gcal/MW	459/534	489/569	305/355	0/0	-100.0%
Sredneuralskaya GRES	ths Gcal/MW	2,913/3,388	2,722/3,166	2,680/3,117	2,117/2,462	-21.0%
Total for Enel Russia	ths Gcal/MW	5,204/6,053	4,902/5,702	4,599/5,349	3,812/4,433	-17.1%





Plan/actual analysis of net power output in 2020

TW·h	Plan	Actual
Net output	17.9	18.1

Insignificant growth of actual net power output in 2020 compared with planned values is attributable to the shift of some planned activities at Nevinnomysskaya GRES CCGT and Sredneuralskaya GRES CCGT to the next maintenance campaign, while the net power output of Rankine cycle equipment remained in line with the plan despite of power demand drop in the reporting period.

Financial indicators

103-1, 103-2, 103-3

Interview with Yulia Matyshova, Head of Administration, Finance and Control

Q: How do you perceive the financial results for 2020?

A: Financial results for 2020 are expectedly lower compared to the previous year, mostly due to change in the assets perimeter following Reftinskaya GRES disposal. Additionally, Enel Russia's financial performance was affected by weak market context due to the continuing low economic activity throughout 2020 caused by the COVID-19 pandemic. Simultaneously, we pay special attention to the delivery on efficiency through continued fixed costs decrease following Reftinskaya GRES disposal, which is supporting the company's margins during the period of business profile transformation. Besides that, taking into account the increased volatility of exchange rate dynamics, which happened during 2020, we managed to avoid its impact on our projects thanks to the hedging approach we have traditionally been following and which results in more than 95% of CAPEX being linked to RUB.

Q: How do you see the company's financial prospects in 2021?

A: For our company 2021 will be a "pivotal year" in the transition period, after which the financials are expected to grow again once renewable and modernization projects are commissioned.

Q: What are the financial aspects of the company's strategic plan adopted for 2021-2023?

A: In the frame of the Strategic plan EBITDA is expected to reach 12.4 bn RUB in 2023, growing with a CAGR of 29% during the plan period from 7.5 bn RUB planned for 2021. Net income is planned to stand at 3.9 bn RUB in 2023, showing a CAGR of 15% vs. an estimate of 3 bn RUB expected for 2021, despite being impacted by increasing financial expenses under the dedicated project of financing facilities for the construction of wind farms. The structural change of the Company's composition of gross margin and EBITDA with gradual increase in guaranteed capacity payments throughout the period, following the expiration of old thermal Capacity Supply Agreements (CSAs) in 2020, will be accomplished by a more sustainable generation mix. Notably, the impact of renewable projects to the Company's EBITDA is planned to reach 39% by the end of the Strategic plan period.

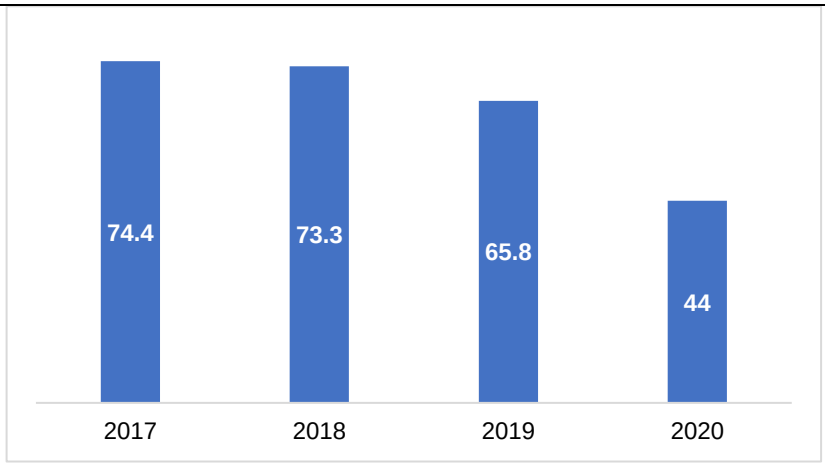
*A*nalysis of Performance Dynamics as Compared to the Plan and the Previous Period

102-7

2020 financial results are expectedly lower compared to the previous year, mostly due to change in the assets perimeter after the disposal of Reftinskaya GRES. The company's performance was also affected by weak market context due to the continuing low economic activity caused by the COVID-19 pandemic

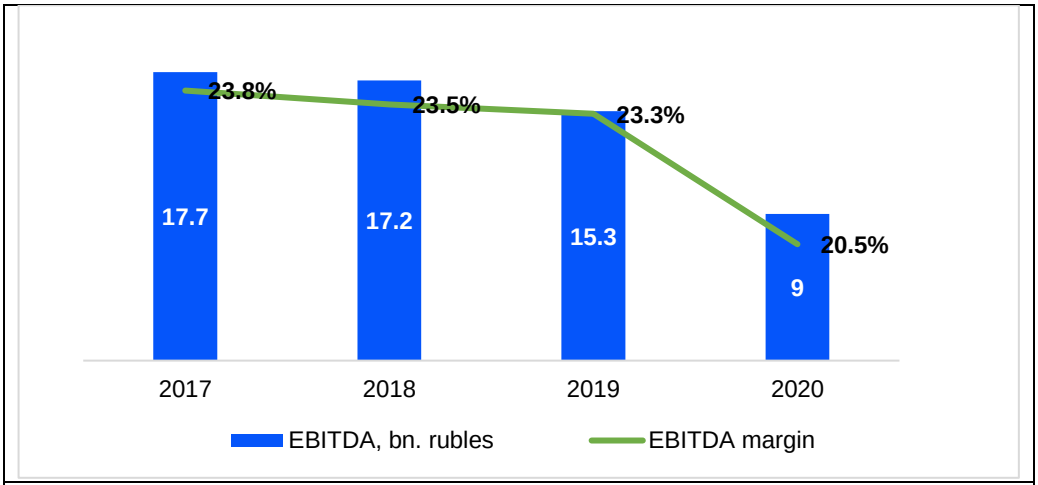
EBITDA indicator amounted to 9.0 Rub Bn. (vs. 11.2 Rub Bn. planned), Net Ordinary Income indicator amounted to 4.5 Rub Bn. (vs 6.2 Bn Rub planned.). It is mostly explained by lower sales of electricity and capacity, which was only partially compensated by an annual increase of regulated tariffs and an indexation of market capacity (KOM) prices for 2020.

Revenues, Rub Bn



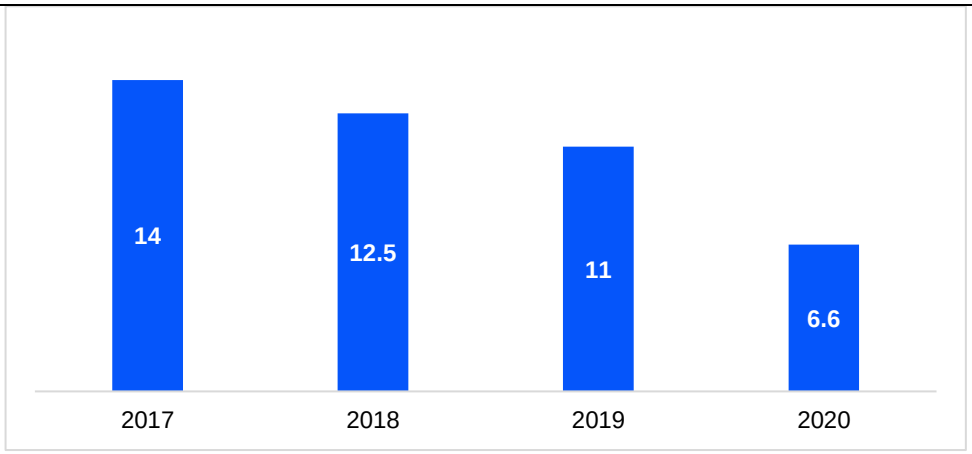
In 2020 Revenues showed negative dynamics year-over-year mostly due to a decrease in electricity and capacity sales considering the company's new perimeter after Reftinskaya GRES sale, as well as due to a decline in market electricity (DAM) prices, as a result of lower demand in the energy system, caused by weak economic activity due to the COVID-19 pandemic, coupled with the stable supply by hydro and nuclear power plants in the European Russia and the Urals (the first price zone) throughout the year.

EBITDA, Rub Bn.



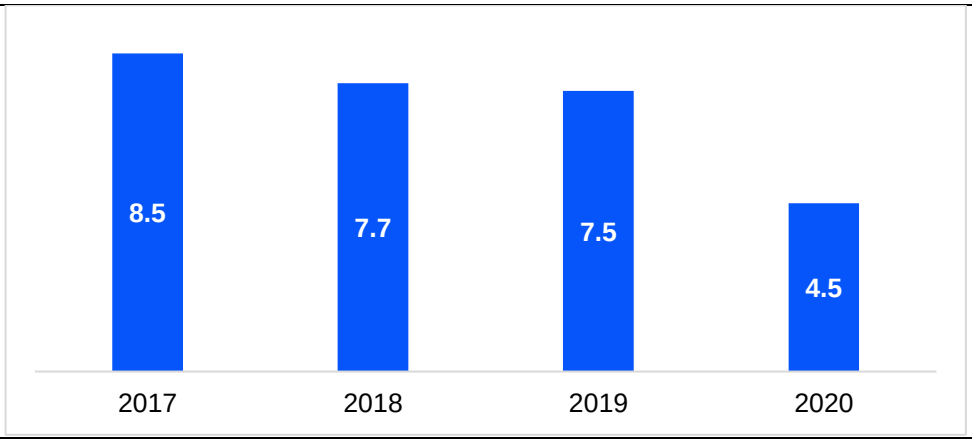
EBITDA decreased mainly in line with revenues decrease, partially offset by a reduction of variable and fixed costs in the company's new perimeter.

Ordinary EBIT, Rub Bn.



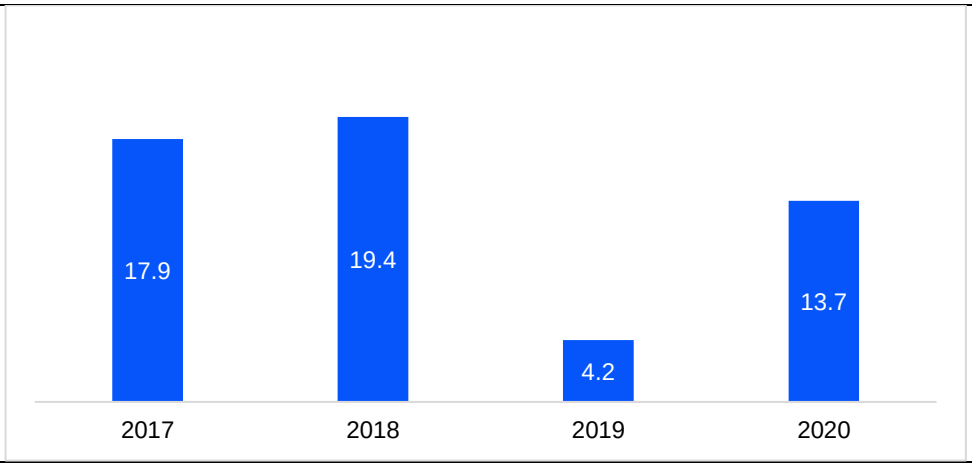
Ordinary EBIT, net of the impairments and provisions in respect of construction in progress in 2020 and net of reclassification of non-current assets of Reftinskaya GRES in 2019, mainly reflected the EBITDA dynamics year-over-year.

Ordinary net income, Rub Bn.



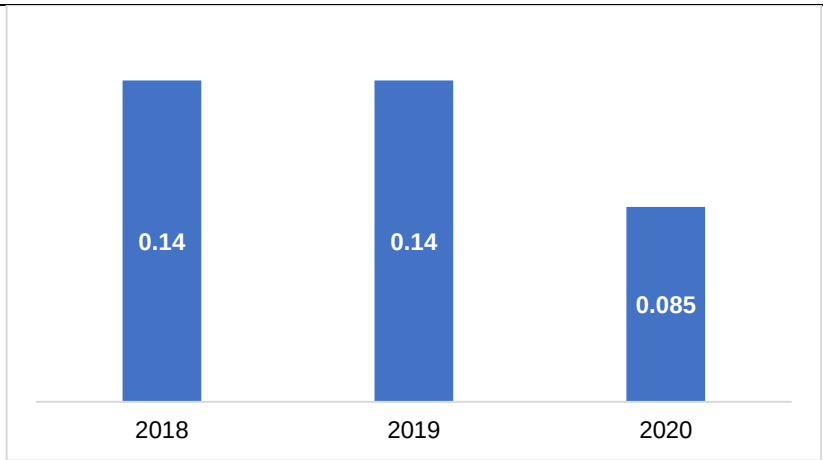
Ordinary net income showed slightly better dynamics compared with ordinary EBIT, benefiting from a 44% decrease in net financial charges, which results from lower average outstanding debt throughout 2020 alongside with slightly lower interest rate due to changed composition of facilities.

Net Debt, Rub Bn.



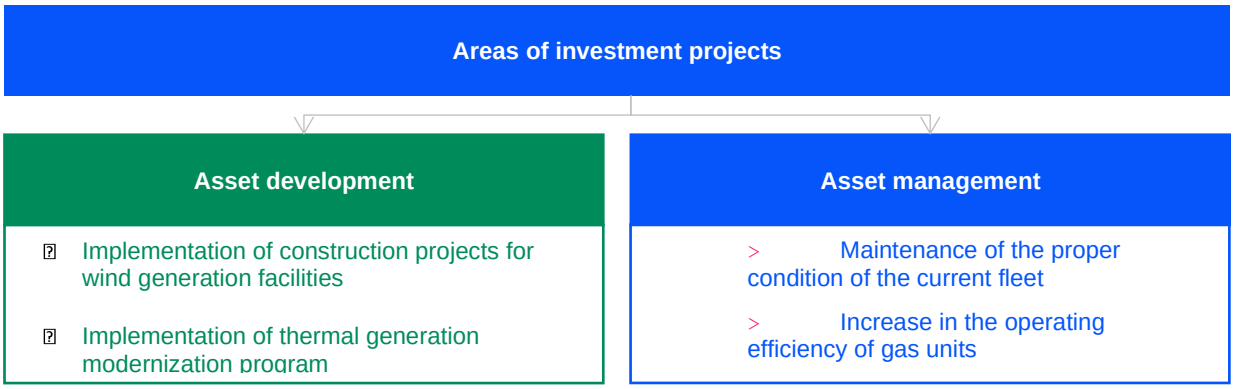
Net debt as of December 31st, 2020 increased to 13.7 bln rub against the low base of December 31st, 2019, mostly following gradual renewables projects capital expenditures, which were funded to a major extent from the dedicated project financing facilities.

Dividend per share, Rub.

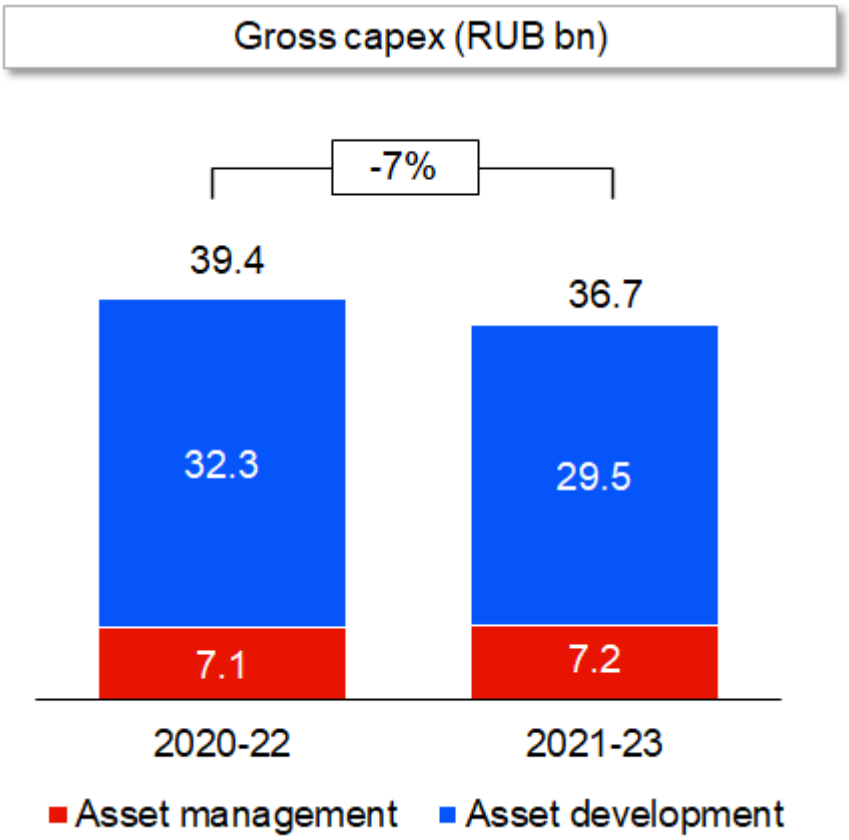


In 2020 the company distributed in favor of its shareholders the dividends in the amount of 0.085 Rub per share, which represents the total dividend payment of Rub 3 Bn.

Investment Activities



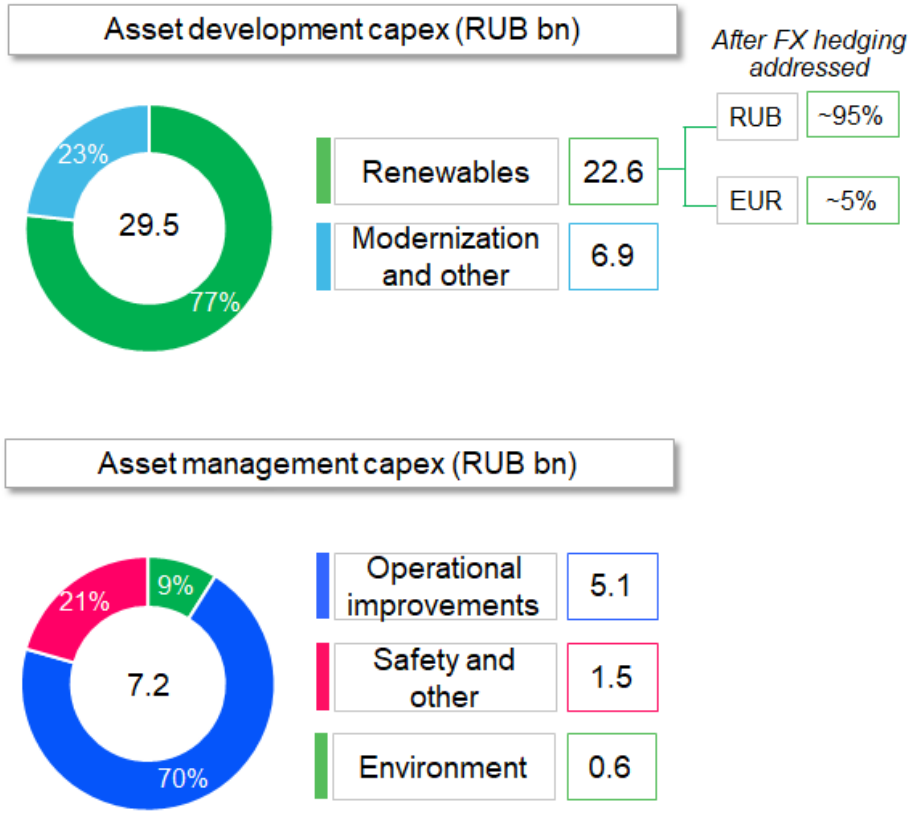
Capex *(bln rubles)*[9]



The total CAPEX for 2021–2023 amount to RUB 36.7 bln, which is lower compared to the previous plan (39.4 bln rubles for 2020–2022). The Capex under Strategic Plan for 2021–2023 envisage investments into existing and new assets and are based on the projects with guaranteed return on investment within the scope of wind power supply contracts, and on thermal generation modernization.

[9] Capital expenditures for construction by accrual method.

Capex by categories



Main Investment Projects

Program for Modernization of Thermal Generation

During 2019, four investment projects at Sredneuralskaya GRES and Nevinnomysskaya GRES were selected to participate in the first (putting into operation of projects in 2022-2024) and second (putting into operation of projects in 2025) stages of TPP modernization program.

The mechanism for return on investments into the projects is an analogue of CSA mechanism, the payment for which takes place within 16 years after putting into operation and provides for a base rate of return of 14% with a base value of return on government bonds of 8.5%.

After implementation of modernization projects, increase in reliability of heat supply and power supply, as well as increase in equipment efficiency are expected. Besides, reduction of emissions into the atmosphere is assumed. The project works will also provide new jobs for citizens.

The company's planned investments in modernization program with putting into operation in 2022-2025 amount to RUB 11.3 bln.

Nevinnomysskaya GRES

The first modernization project includes modernization of boiler No. 5 with the capacity of 480 t/h that is technologically connected to turbine No. 4 with the capacity of 50 MW. Putting into operation after modernization is planned for Q1 2022. The capital expenditures for the project approved by the commission will amount to RUB 13,023.7 per kW.

The second modernization project includes replacement of boiler No. 4 with the capacity of 480 t/h that is technologically connected to turbine No. 3 with the capacity of 80 MW. Putting into operation after modernization is planned for Q1 2025. The capital expenditures approved for the project amounted to RUB 17,790.4 per kW.

Sredneuralskaya GRES

The first modernization project provides for replacement of 100 MW turbine No. 7 with a new 120 MW turbine. Commencement of operation of modernized unit is planned for Q1 2025. The capital expenditures approved for the project amounted to RUB 9,254.9 per kW.

The second project includes replacement of 100 MW turbine No. 6 with a new 120 MW turbine, as well as refurbishment of boiler No. 9 with the capacity of 480 t/h. Putting into operation after modernization is planned for Q4 2025. The capital expenditures approved for the project amounted to RUB 11,661.7 per kW.

Other Projects of Thermal Generation

Modernization of CCGT of Nevinnomysskaya GRES

Project implementation in 2020 will increase reliability of operation of the combined-cycle gas turbine, improve performance and reduce specific fuel consumption. As a result, increase is expected in economic efficiency of equipment operation due to growth of revenues from the electricity market, reduction is expected in fuel expenses and costs for planned inspections in the medium and long term.

Technical refurbishment of the wastewater treatment system at Sredneuralskaya GRES

Implementation of this project in 2019-2020 will allow significant reduction of discharge of pollutants into the environment in accordance with established environmental requirements, improving the ecological condition of the Isetsk reservoir, as well as reducing probability of penalties for negative environmental impact.

Besides, project implementation will allow reducing consumption and disposal of process water of Sredneuralskaya GRES, ensuring disposal of wastes generated during water treatment and waste water treatment, as well as save on operating expenditures due to the use of more efficient equipment.

Replacement of switches of Open Switch Yard-330 and Open Switch Yard-500 of Konakovskaya GRES and Main Switch Gear-6 of Nevinnomysskaya GRES

Implementation of this project in 2018-2023 will allow improving the reliability of switch gear, ensuring stable electricity provision to the grid and major consumers, and improving electrical and fire safety for the operating personnel.

Digitalization projects

The company will keep on implementing various digitalization initiatives both in health and safety, training of employees and for improvement of the quality of planning and performance of maintenance. (For details, please see *Innovation and Digital Transformation*.)

Other projects

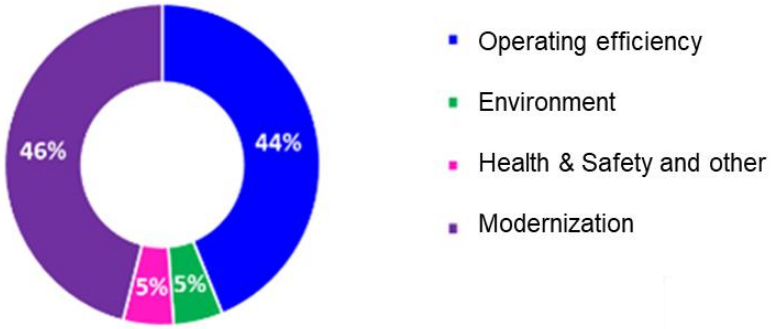
Other investment projects of the company for 2020-2022 include stage-by-stage replacement of old equipment as well as technical refurbishment and service life extension of the main and auxiliary equipment of gas power plants in order to improve reliability and safety.

Structure of capital investments by areas in 2020 (bln Rub) [10]

Million RUB	Operating efficiency	Environment	Safety and other	Modernization	Total
Konakovskaya GRES	309	4	42		355
Nevinnomysskaya GRES	740	4	50	1,866	2,660
Sredneuralskaya GRES	670	227	149	97	1,142
Headquarters	316			173	489
Total	**2,035**	**235**	**241**	**2,137**	**4,647**

[10] Funding.

Structure of capital investments by areas in 2020



Sustainability

Sustainability management

102-14 102-16

Sustainability Challenges 2020

Interview with Maria Shipitsyna, Head of Sustainability, Enel Russia

Q: What role does sustainability play in business management?

A: For us, the company sustainability is first of all ensuring the quality growth of our business and creating along-term value for all stakeholders. We envision the key objectives in the implementation of sustainability principles in the core of all our business processes, formation of the sustainability culture both among internal and external stakeholders. We build a management system in such a way as to provide integration of the sustainability principles in decision-making and planning of all business functions at all levels.

Q: What are the sustainability challenges on the agenda now?

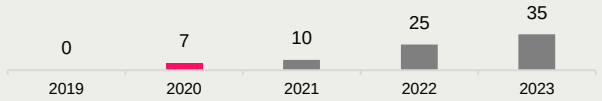
A: I would note the following promising sustainability areas in general. First, there are increased social tension, equal access, e.g. to health services, and employment, as a consequence of the global economic crisis caused by the pandemic. The COVID-19 virus infection highlighted and refreshed many problems that have long been on the agenda. Another actual topic is the fight against the climate crisis. We believe that now is the right time for companies to reconsider their attitude to climate risks. Enel Russia has actually planned a large-scale transformation in this area for 2021.

Q: How has COVID-19 affected engagement with stakeholders, in particular, engagement with the local community?

A: Of course, the global pandemic has had a major impact on sustainability in 2020. The business had to adapt to the new realities in the shortest possible time. It is not only about ensuring the continuity of production and work of employees in a remote format. This year, we quickly changed our plans for interaction with the local community. We understood that we were responsible not only for our people and their families, but also for the entire population of small towns where we operate. We tried to respond as quickly as possible to the needs of our social partners in order to provide them with everything they needed. This year, we purchased medical ventilators and special beds for the hospital, disinfection equipment for the treatment of public spaces, in the emergency mode we helped to provide equipment for the hospitals in red zones and helped the administrations to organize quarantine measures in the town.

Q: What are the sustainability prospects in Enel Russia?

A: We are waiting for a lot of changes in the next reporting periods. In addition to taking measures to tackle climate crisis, we rely on circular economy projects, because they have great potential for improving sustainable practices. The circularity principles are very important when implementing models of a sustainable construction site and a sustainable power plant. Our company is actively developing the RES sector, so, we are going to continue implementing sustainability practices at the stage of preliminary assessment of projects, as well as to include the sustainability and circularity requirements in the process of feasibility study of bids. Also, our attention revolves around issues of human rights.

Material topic	All material topics	
Results 2020	• **9.4 billion rubles - undistributed economic value** • **Incorporation of Sustainability K factor into supplier assessment** • **72% Share of non-hazardous waste disposal**	
GOALS AND INITIATIVES IN THE DYNAMICS UP TO 2023		**SDGs**
COVID	Spread of knowledge about sustainability (hours/year)	
NEW	Non-financial reporting	• Improving the quality of disclosures according to GRI Standards • Climate strategy and risk reporting • Preparation of reports in accordance with the TCFD recommendations • Verification of non-financial reporting

FORMATION OF THE APPROACH TO SUSTAINABILITY MANAGEMENT

2015
- Establishing the sustainability unit.

2016
- Expanded information block on the sustainability in the annual report;
- The first time Enel Russia recognized its responsibility for the impact into SDGs achievement;
- The company started to apply sustainability tools to assess its business processes.

2017
- The first Sustainability Plan was developed and established;
- The model of creating shared value (CSV) was introduced;
- The company's assessed the activity in the area of human rights observance.

2018
- Revision of the approach towards non-financial reporting, expanded information block on the sustainable development;
- The first application of GRI standards with the disclosure type "general";
- The first external assessment of ESG risks was received;
- The company started to apply the circular economic approaches in relation to business processes.

2019
- Expanded team of specialists – up to 3 people specialized in sustainability;
- Revised risk map – sustainability risks added;
- The Strategy Committee at the Board of Directors was formed;
- All sustainability KPIs are associated with SDGs;
- The GRI indicators were disclosed more extensively, the indicator "gender payment gap" was disclosed for the first time.

2020
- Start of works in climate risk management;
- Sustainability unit was transformed;
- Sustainability K factor was introduced for the assessment of suppliers;
- Key subtasks were defined for each of strategic SDGs;
- The activity in human rights observance was assessed.

2021
- Defining and assessing climate risks;
- Further sustainable practices development in the supply chains;
- Implementation of the initiatives and projects by the results of the assessment of the human rights observance activity;
- Planned expansion of the standards to be applied to sustainability reporting.

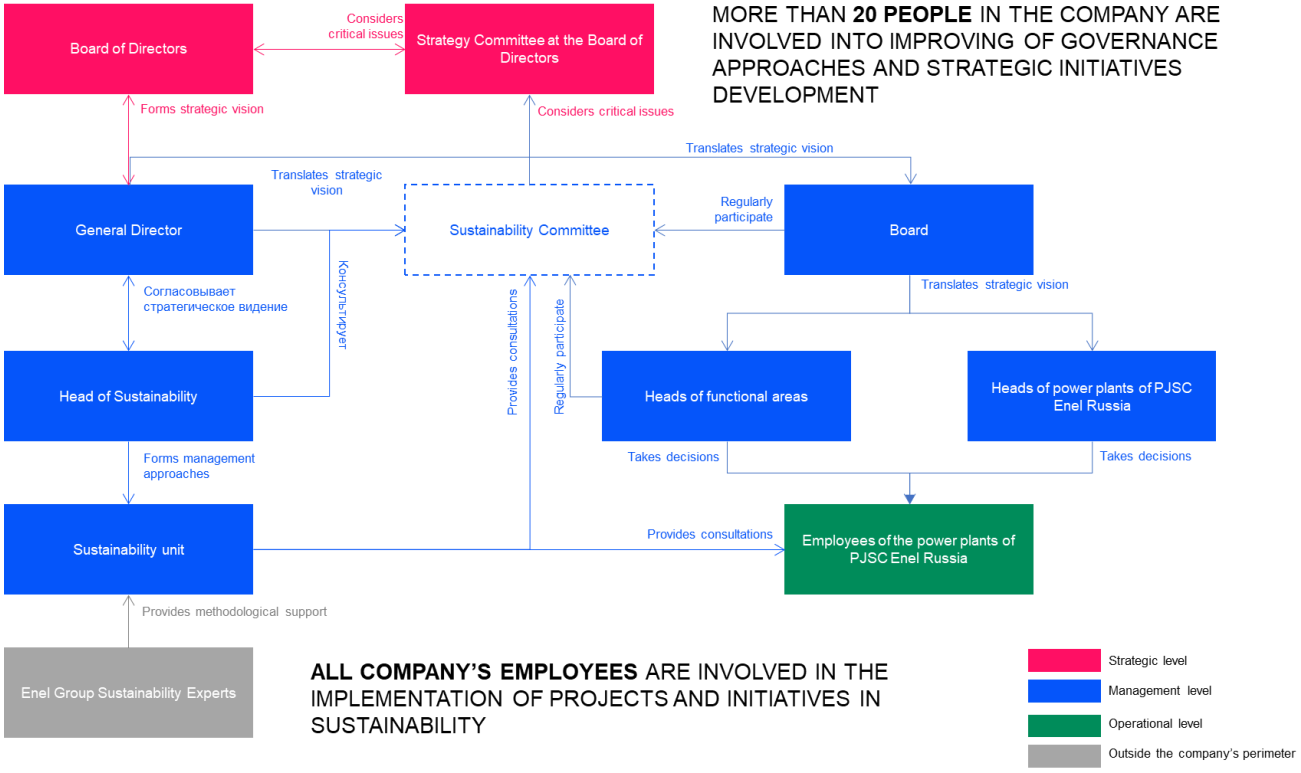
Sustainability governance structure

102-19 102-20 102-21 102-26

The governance structure assumes that at the strategic level sustainability issues are addressed directly by the Board of Directors and the Strategy Committee. The Strategy Committee was established in mid-2019. Its task is to form a strategic vision and priorities on environmental and social aspects, as well as to assist the Board of Directors in assessing and making decisions on the issues of the strategy in sustainability.

In 2020, the Sustainability Group was transformed into the Sustainability unit. Maria Shipitsyna was appointed to the position of the Head of Sustainability. Maria Shipitsyna has been working in the company for more than 7 years, 6 of them in the area of sustainability. The Head of Department plays a key role in forming management approaches and initiatives in strategic areas in sustainability.

Sustainability governance structure



**The start of Committees works is scheduled for February 2021*

The company has adopted a number of internal documents that relate to the sustainability aspects management and regulate business processes on significant subjects.

The system of sustainability documents

Sound Governance and Fair Corporate Conduct	• Code of Ethics* • Regulation of Dividend Policy* • Zero Tolerance to Corruption Plan* • Human Rights Policy* • Anti-Corruption Policy* • Global Compliance Program on Corporate criminal liability* • Regulation for Corporate Secretary* • Regulation on the Board of Directors' Committees*
Occupational Health and Safety **Environmental Management**	• Integrated Quality, Occupational Health & Safety and Environment Policy* • Stop Work Policy • Procedure for Interaction with Contractors in Health, Safety, Environment and Quality • Policy on use of asbestos • Policy of Zero Tolerance to Consumption of Alcohol, Drugs or Other Intoxicants and Limitations of Smoking at Workplace. • Safe works in the Confined Space • Operating instruction on safe performance of works on chimney stacks • Operating instruction on safe performance of works at height • Regulation on Industrial Safety Management System • Operating instruction on the alcohol testing system • Operating instruction on the personal protection equipment management • LOTO Lockout/Tagout System Operating Instruction • Provision "On application of permit to work system at the power plants • Regulation on risk assessment in the field of Health and Safety for employees during the performance of works • Policy on the prevention of stress and promotion of well-being in the workplace • Regulation on the organization of inspections in the field of Occupational Health & Safety, Environment and Quality • Critical Event Management Policy • Biodiversity Policy* • Environmental Policy*
Employees Management, Development & Motivation	• Policy for remuneration and reimbursement of expenses (compensation) of the members of • executive bodies and other key executives • Provision for rewards and incentives to the employees of PJSC Enel Russia associated with holidays and anniversaries • Collective agreements of the company's branches • Trade union policy • Regulation "On Types of Personnel Education and Training, as well as Responsibility for Arranging It"
Engaging the local communities	• Operating Instruction "On charitable assistance and implementation of social events" • Operating Instruction "University Relations" • Procedure "CSV Process Definition and Management" • Policy on Interaction with Stakeholders*
Sustainable Supply Chain	• Procedure "Vendor Rating" • Procedure "Supplier Qualification" • Procedure "Tender management" • Policy "Purchase Request Management" • Policy "Procurement Planning" • Operating Instruction "Procurement planning" • Contractual Work Policy • Policy "Authorization of procurement of advisory services" • Operating Instruction "Delegated procurement"

*The documents are published at the company web site; www.enelrussia.ru

Key areas of activity

In 2020, we reviewed the strategic areas for sustainability that underpin the 2021-2023 Sustainability Plan. The basis for determining the priority areas was the results of the analysis of essential issues for 2020 that showed the current needs and expectations of the company's stakeholders. After reworking the results, we established a correlation between the key areas and the last year's model to ensure continuity of plans.

Our main goal has been to decarbonize the fuel mix. Management, incentives and HR development, as well as the involvement of local communities, remain the priority areas. Key fundamentals of the plan - ESG backbones - are environmental responsibility, health and safety, sustainable supply chains, efficient management and work ethics.

In 2020, we added an important element to the plan - the growth accelerator that is designed to help us accelerate our pace towards the planned goals. The accelerators include: circular economy, innovation and digitalization, creating financial value. One of the main differences of the 2021-2023 Plan is that in this

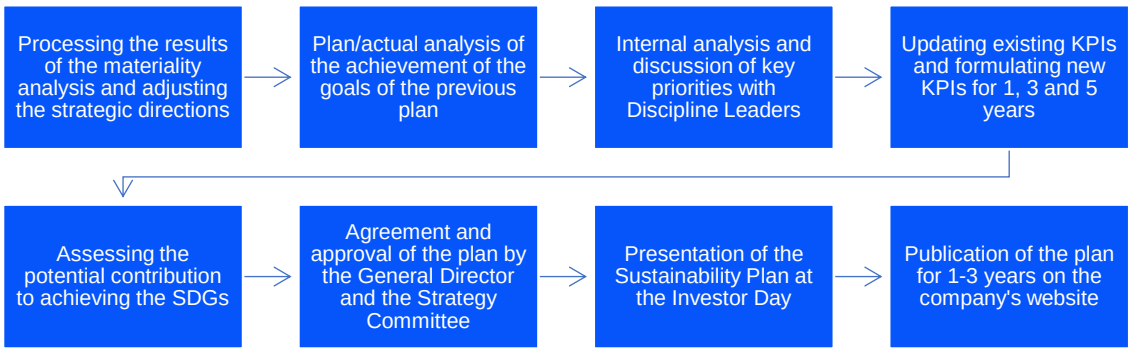
reporting period we set targets for all plan components (see the section "2021-2023 Sustainability Plan " for more information).

Strategic directions for sustainability

Development of the Sustainability Plan

The Sustainability Plan and key targets for short and long terms are updated every year. We publicly disclose the targets for three years (see the section " 2021-2023 Sustainability Plan"). Indicators for the 5-year term are used for internal purposes to determine the trajectory of development.

Development of the Sustainability Plan



Our contribution to SDGs

102-12

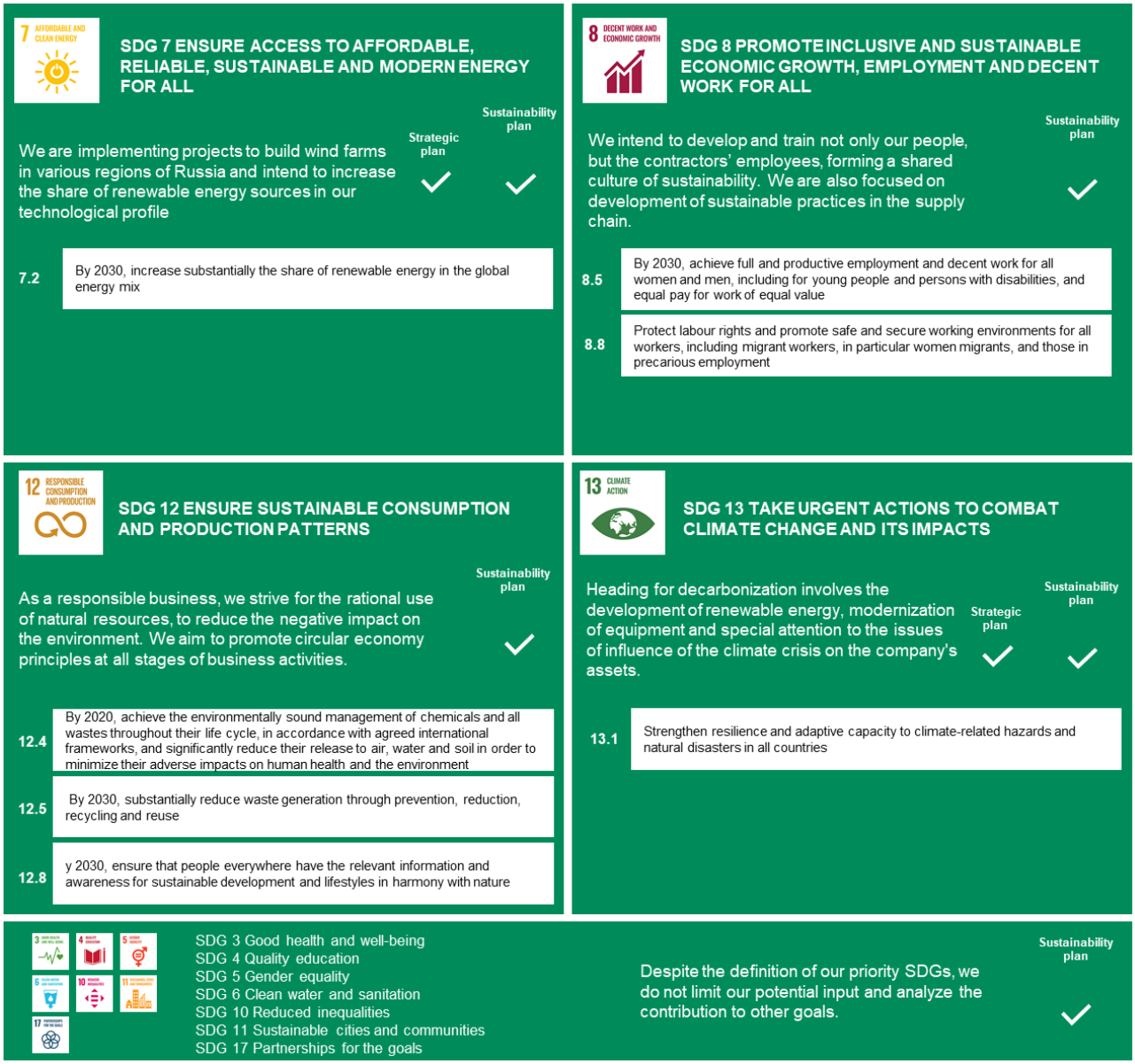
We recognize that big business must take an active position to increase its contribution to the achievement of the global SDGs. In 2019, we identified the priority SDGs for our company, and in 2020, we selected the appropriate tasks for each goal.

The SDGs permeate our activities and plans to develop "sustainable" practices. The goals of our plan have been linked to the goals of the UN for several years. So, the achievement of each indicator of the Sustainability Plan helps to increase our contribution to a relevant global goal (see "2021-2023 Sustainability Plan" for more information).

Our company has several tools aimed at increasing contribution to the SDGs:

- We improve health, education, and build sustainable infrastructure through the Local Community Support and Development Program, (see "Local Community Engagement" for more information).
- Diversity and inclusion policies, training and development programs for our employees help us achieve the goal of decent work for all and reducing inequality (see "Human Resources" for more information);
- Projects and initiatives in water consumption and drainage, waste management (see "Responsible attitude to the environment" for more information) help us increase our contribution to the goals of clean water and lean production.
- Implementing sustainable practices in the supply chain (see "Developing a Sustainable Supply Chain" for more information) also supports SDG 12 on responsible consumption and production.
- Decarbonizing our portfolio of assets and retrofitting traditional power plants is our way to control and gradually reduce emissions of polluting particles into the atmosphere, so we support SDG 13 by taking action against the climate crisis. In the next reporting periods, we plan to strengthen this direction (see the section "Energy Transition" for more information).

Commitment to SDGs

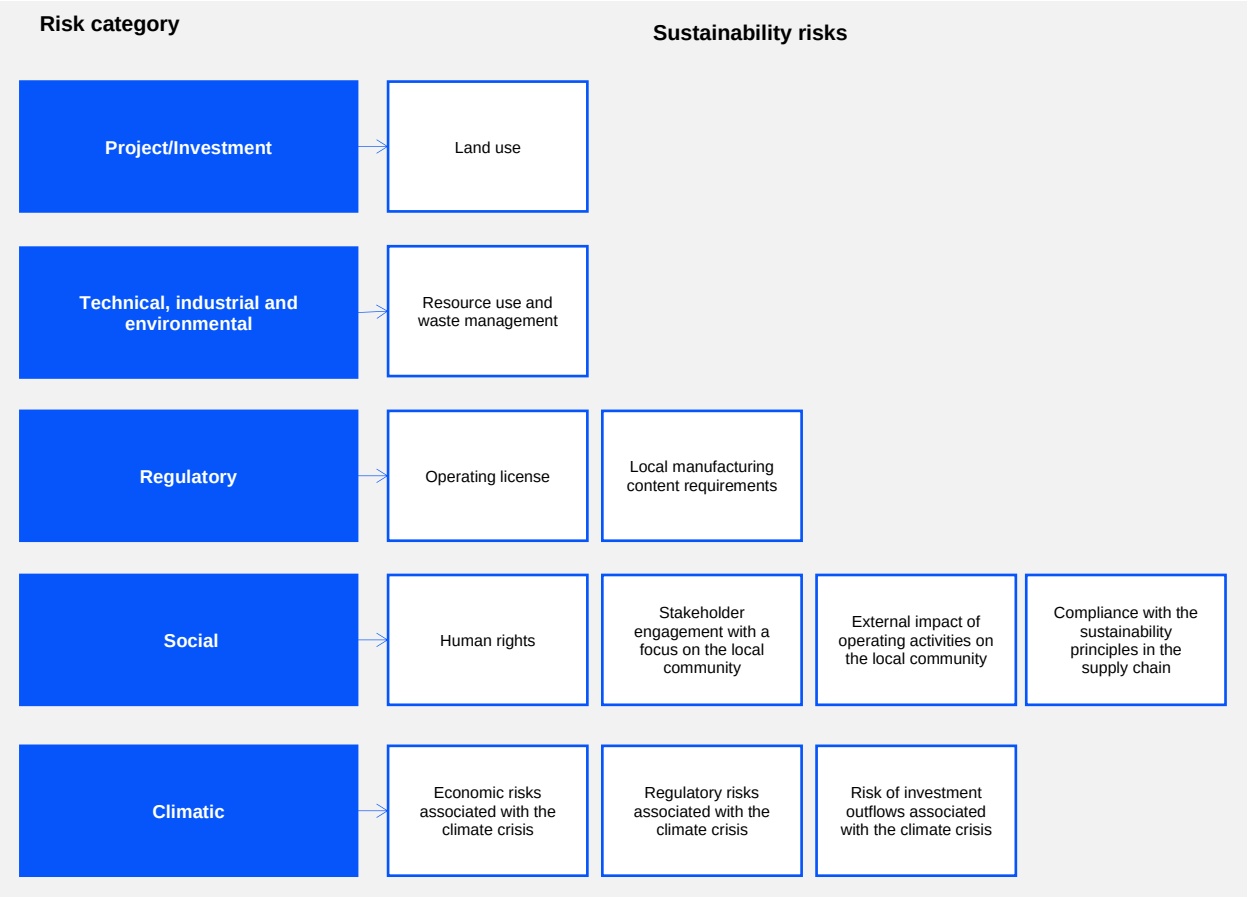


Risks associated with sustainability

102-15 102-30

In 2019, at the initiative of the Sustainability Group, the company's risk map was revised. In cooperation with the Risk Management Group, we identified and assessed ESG risks (environmental, social and corporate governance risks), and assigned responsible officers to them.

In 2021, we plan to pay special attention to climate risks (see the section "Energy Transition" for more information). Our plans include risk analysis in human rights and development of corrective measures and initiatives.



Risk management is the responsibility of the risk owners. The full risk map of the company and more detailed information about the sustainability risks are presented in the section "Risk management".

Stakeholders engagement

102-40 102-42 102-43 102-44 102-45

We aim to establish and maintain long-term, stable relations with all stakeholders based on mutual trust, full implementation of the company's obligations, transparency and flexibility, exchange of experience and mutual support.

Involvement of stakeholders helps us determine their priorities and expectations in a timely manner, monitor their level of satisfaction and promptly adjust not only the tactics of interaction, but also the sustainability practices. Interaction with stakeholders permeates all the fundamental processes in sustainability management.

In 2020, for the first time, we issued a policy on stakeholders engagement in order to commit our responsibilities and obligations to them, as well as to consolidate the principles of stakeholders engagement and documents regulating these processes.

Stakeholder Engagement Policy
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/stakeholder_engagement_policy_ru.pdf

Our approach

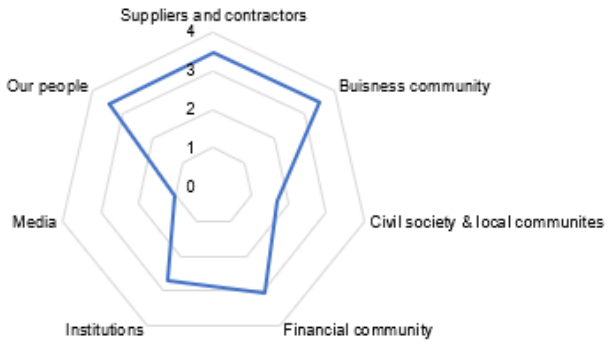
Goals, objectives and methods of stakeholders engagement

OBJECTI	Understanding the external context	Formation and management of reputation	Mitigating potential risks	Promoting the sustainability values
TASKS	Study of best practices, benchmark trends and collection of other information to form a strategy Search for new business opportunities in solving social and environmental problems	Increasing the transparency of activities Creating a value-based corporate culture	Monitoring of expectations and feedback of stakeholders Taking preventive measures for potential conflict situations	Integrating the sustainability principles into the value chain Partnership for sustainability
METHODS	Informing	Consulting	Involvement	Co-operations

Each year, we update the stakeholder map, and then assess their expectations and measure their satisfaction with our management practices in relation to essential subjects. This process is coordinated by the Sustainability unit that involves representatives of business functions responsible for interacting with a particular category of stakeholders in the assessment. As a result of this multistage process, we gain a fuller picture of the stakeholders that becomes the basis for forming the materiality matrix (see the section "About the report" for more information) and the sustainability plan. The relevance of most categories of stakeholders in 2020 remained unchanged compared to the previous reporting period.

The process of updating the list of stakeholders and assessing their priorities

Stakeholder map 2020



Dependence	Influence	Tension
1-5	1-5	1-5
Average value for these parameters		This parameter is applied as a coefficient to the resulting average, increasing the significance of the stakeholder group

1 ⟷ 5 Relevance

Results 2020

This year, for the second time, we conducted an open survey for all categories of stakeholders. The anonymous survey was conducted on a third-party online platform. In the survey, we asked to rate the priority of essential subjects and leave a comment or recommendation in a free form.

Priority subjects for stakeholders

1	Compliance with environmental standards and environmental management
2	Decarbonization of the fuel mix
3	Health and safety
4	Efficient management and work ethics
5	Innovation and digital transformation

Voices of our stakeholders

- "We would like to see an expression of the ESG Policy in terms of the financial products used, e.g. green lending," -

Representative of the financial community

- "Please, pay attention to women entrepreneurship and support women leaders within the company", -

Employee of the company

- "We should begin developing a direction that does not yet exist in Russia: saving electricity in batteries. This can significantly increase the reliability of our company's equipment and power supply, -

Employee of the company

"Trust is important for us, so that the ties do not break up, but strengthen. Business representatives can become our reliable partners and, in a good way, adherents of changes in society for the better. We want businesses to learn to understand what an effective investment is in the long term when it comes to social projects. We can help each other: businesses can help pro-bono

in the development of entrepreneurship by offering their knowledge of strategy formation and financial planning. NGOs, in turn, can offer their skills, knowledge and resources to businesses, e.g. to help organize social events, to provide premises for events, to organize the services of psychologists, speech therapists and other specialists", -

NGO representative from the local community

According to the survey, the priority subject for personnel is safety in the workplace, safety of both employees and contractors. Environmental management is the second most important subject, with the personnel prioritizing wastewater treatment, improving the management of hazardous waste, and preserving the local natural heritage. The development and incentive of employees is in the third place. As in the previous year, the issue of personnel optimization was recognized as a priority and deserves special attention from the point of view of workload distribution. It is worth noting that this group of stakeholders also identified important subjects related to a more efficient management of gas plants. Contractors and suppliers recognized effective management as the most significant subject, followed by health, environmental responsibility and sustainable supply chains. Local communities, in addition to decarbonizing and protecting the environment, have also identified sustainable supply chains as a priority.

All the priority subjects for our stakeholders were included in the model of strategic directions in sustainability. Targets are defined for each of the subjects (see "2021-2023 Sustainability Plan" for more information).

We are determined to continue developing the online survey for it to become a regular and highly effective tool for stakeholders' engagement. We invite readers of the annual report to take a survey to identify material topics for a future reporting period. The survey will take no more than 7–9 minutes.

Materiality Assessment of PJSC Enel Russia in 2021

https://ru.surveymonkey.com/r/J28T5MV

Stakeholder Engagement Methods

102-43

	Expectations of stakeholders	Our approach	Main channels of communication											Additional channels of communication	Responsible for interaction	Detailed information
			Electronic and printed newsletters	Individual and general meetings	Direct contacts by email and phone	Industry-related events	Presentations and teleconferences	Surveys and questionnaires	Corporate reporting	Official website	Publication in mass media	Social networks	**Complain filing mechanisms**			
SHAREHOLDERS AND INVESTORS	• Growth of capitalization in the long term • Stable and high financial results • Dividend payments	• Ensuring stable and predictable economic results • Timely and complete information • Taking into account the interests of shareholders in making decisions • Dividend payment	X	X	X	X	X	X	X	X	X	X	X	Annual General Shareholders' Meeting	Investor Relations Group Corporate Affairs Group	Economic and Financial Value Creation Investment Activities
FINANCIAL COMMUNITY	• Stable and high financial results • Transparency and accessibility of financial and non-financial information about the company	• Ensuring stable and predictable economic results • Timely and complete information	X	X	X	X	X	X	X	X	X	X	X	Capital Markets Day Road show	Administration, Finance and Control	Economic and Financial Value Creation
BUSINESS COMMUNITY (INDUSTRY REPRESENTATIVES, POTENTIAL PARTNERS)	• Openness to dialogue and cooperation • Participation in industry development initiatives • Transparency and accessibility of financial and non-financial information about the company	• Willingness to cooperation • Ensuring quality disclosure of financial and non-financial information • Participation in work groups related to industry development	X	X	X	X	X	X	X	X	X	X	X		Energy Management	Company Strategy Business and Management Responsible attitude to the environment Social Impact
SUPPLIERS AND CONTRACTORS	• Cooperation and supply and contractor agreements	• Willingness to cooperate • Responsible fulfillment of all contractual obligations	X	X	X	X	X	X	X	X	X	X	X	Tenders Contractual relationship Activities for suppliers Official portal for suppliers	Procurement	Sustainable Supply Chain

	Expectations of stakeholders	Our approach	Main channels of communication											Additional channels of communication	Responsible for interaction	Detailed information
			Electronic and printed newsletters	Individual and general meetings	Direct contacts by email and phone	Industry-related events	Presentations and teleconferences	Surveys and questionnaires	Corporate reporting	Official website	Publication in mass media	Social networks	**Complain filing mechanisms**			
	• Responsible fulfillment of financial obligations • Ensuring safe working conditions for the contractors' personnel • Information security and confidentiality	• Highest ethical standards • Priority of health and safety for the contractors as for own employees												globalprocurement.enel.com		
LOCAL COMMUNITY	• Transparent informing about company activities • Existing and potential environmental impact • Creation of workplaces • Development of social infrastructure, support to healthcare and education	• Measurement and Management of company environmental impact • Timely and complete information • Accounting of the needs and priorities of local community • Status of major employer in the regions of presence • Program "Social Support and Development of Local Communities" and other social initiatives	X	X				X		X	X	X	X	Public hearings, General public activities (Open Power Plant)	Sustainability Unit Communications	Social Impact
EMPLOYEES	• Stable employment • Fair working conditions • Fair salary, benefits and extended social package • Safe working conditions • Growth and development opportunities	• Ensuring comfort working conditions • Health and safety priority • Openness and willingness to maintain dialogue • Training and human resource development • Social initiatives and volunteering projects • Diversity and inclusion policy	X	X	X			X			X	X	X	Corporate newsletters Intranet Video terminals Meetings with management Corporate sports and cultural events	People and Organization Communications Sustainability Unit	Employees Management, Development & Motivation Occupational Health & Safety
PUBLIC AUTHORITIES	• Compliance with law • Social activities • Environmental compliance and voluntary environmental projects	• Strict legal compliance • Program "Social Support and Development of Local Communities" and socio-	X	X	X	X		X	X	X	X	X	X	Work groups	Regulatory and Institutional Affairs	Company Strategy Business and Management Responsible Attitude to The Environment Social Impact

	Expectations of stakeholders	Our approach	Main channels of communication											Additional channels of communication	Responsible for interaction	Detailed information
			Electronic and printed newsletters	Individual and general meetings	Direct contacts by email and phone	Industry-related events	Presentations and teleconferences	Surveys and questionnaires	Corporate reporting	Official website	Publication in mass media	Social networks	**Complain filing mechanisms**			
	• Fair payment of taxes	economic partnership agreements • Status of major taxpayer in the regions of presence														
MEDIA	• Transparency and accessibility of financial and non-financial information about the company • Exclusive information • The range of topics covering the interests of all stakeholders	• Timely and complete information • Openness to dialogue • Ensuring quality disclosure of financial and non-financial information		X	X	X	X	X	X	X	X	X	X	Press release Media events	Communications	Company Strategy Business and Management Responsible Attitude to The Environment Social Impact

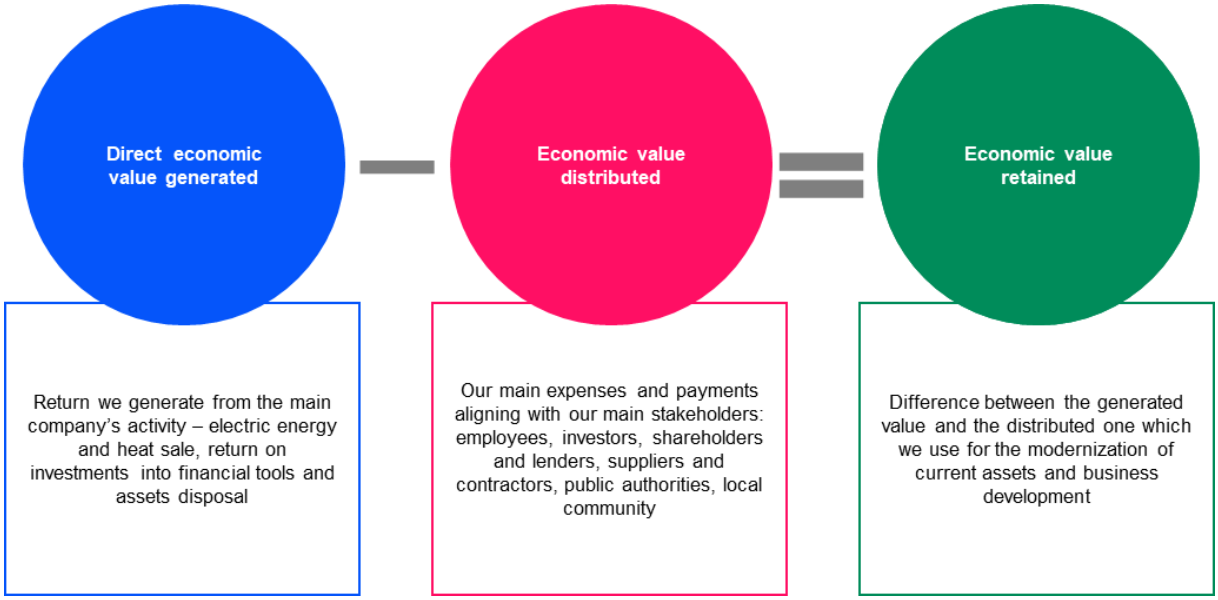
Our plans for the next reporting periods

- Adaptation of the report format for various groups of stakeholders and wider information about the company's results for the year.
- Further development of the annual survey and increasing the level of involvement of various stakeholder groups in it, taking into account the feedback received in 2020.
- Informing about existing channels for receiving feedback from stakeholders and developing additional ones, e.g. the ability to leave a complaint or comment on the company's website.

Creating economic value

We openly and transparently inform shareholders, employees, partners and other stakeholders about the results of economic value creation.

The disclosure of this indicator allows our stakeholders to see how the company creates and distributes economic value during the reporting period.



The economic value retained in 2020 amounted to RUB 9.4 billion, down from RUB 24.91 billion a year earlier. First of all, this decrease is explained by the dynamics of proceeds from core activities after the change in the company's asset portfolio. In addition, the dynamics of the economic value retained was influenced by the high value of this indicator in 2019, which is largely due to the receipt of 16.7 billion rubles from the sale of the assets of Reftinskaya GRES.

201-1

Our direct economic value generated and distributed, thousand rubles.*

	Stakeholders	2017	2018	2019	2020
Direct economic value generated		75 283 359	74 201 171	**84 193 994**	49 191 198
Revenue from core business activities	Broad group of stakeholders	74 399 944	73 264 973	65 834 843	44 036 827
Other operating income		489 635	603 598	379 400	546 321
Revenue from financial investments		393 780	332 600	1 279 720	608 050
Proceeds from the sale of assets		-	-	16 700 031	4 000 000
Economic value distributed		(63 020 041)	(64 683 039)	(59 283 794)	(39 782 646)

Operating expenses	Suppliers and contractors	(50 335 772)	(50 017 556)	(45 257 967)	(31 004 684)
Wages and other payments to employees	Our employees	(4 257 000)	(3 789 029)	(3 448 630)	(2 523 810)
Payments to providers of capital	Shareholders and investors, financial community	(4 856 731)	(7 260 279)	(7 213 425)	(3 680 421)
payments to shareholders		*(2 413 071)*	*(5 126 449)*	(5 004 098)	(3 006 611)
payments to creditors		(2 443 660)	*(2 133 830)*	(2 209 327)	(673 810)
*Tax payments, fines and penalties***	Public authorities	(3 527 038)	(3 572 675)	(3 320 272)	(2 535 736)
including income tax		(974 498)	(987 585)	(1 516 942)	(965 046)
*Local community investments****	Local community	(43 500)	(43 500)	(43 500)	(37 995)
Economic value retained		12 263 318	9 518 132	24 910 200	9 408 552

**In accordance with GRI recommendations for disclosure of indicator 201-1, the company used the data from the audited IFRS financial statements.*

***Excluding VAT.*

****Include only investments in the program "Social support and development of local communities"*

Membership in Associations and Awards

102-13

We are open to interaction and active cooperation with industry and non-profit organizations as one of the representatives of our main stakeholders. Enel Russia is a member of the following non-profit organizations:

- All-Russia Trade Association of Employers in the Power Industry "Energy Sector Employer Association of Russia";
- Market Council Non-profit Partnership for Organization of Efficient System for Wholesale and Retail Trade in Electric Energy and Capacity;
- Council of Energy Producers and Power Industry Strategic Investors Association;
- Russian Association of Employers "The Russian Union of Industrialists & Entrepreneurs";
- Foreign Investment Advisory Council;
- Non-profit Partnership "Association of European Businesses";
- Association of Italian Enterprises in Russia "GIM-Unimpresa";
- Non-profit partnership "Russian Heat Supply";
- Non-profit Partnership "Renewable Energy Development Association";
- Italian-Russian Chamber of Commerce.

Enel Russia maintains a constructive dialogue with federal and regional authorities, regulators, and key business and industry associations to monitor and improve the regulatory framework for the Russian electric power industry. The representatives of the management of PJSC Enel Russia acted as keynote speakers on market regulation issues at the following key conferences and exhibitions: Russian Investment Forum, Tatarstan International Forum on Energy Efficiency, St. Petersburg International Economic Forum, Russian Energy Week.

Enel Russia in ESG ratings

Rating agency	Rating	Our result
SUSTAINALYTICS	ESG Risk Rating	25,7 – average risk 68,2 – high level of risk management practices
RAEX EXPERT RA	Sustainability ranking of Russian companies	4 place
Bloomberg	ESG Disclosure, 2019	48,35

Our awards in 2020

Organizers	Contest/Rating	Our results
+1	Award "Change Management. Visioners", Project contest +1	Winner "Best report of a global company in the Russian market"
МОСКОВСКАЯ БИРЖА	XXII Annual report competition (MOEX)	The second place in the category "Best annual report of the company with a capitalization under 40 billion rubles"
Institutional Investor	Emerging EMEA, Institutional Investor Research 2020	The second place in the category "Best Director General" - Carlo Palasciano The second place in the category "Best CFO" – Yulia Matyushova The third place in the category "Best IR Head" – Ekaterina Dubovitskaya The second place for "IR Program" The second place for "ESG investments"
Министерство энергетики Российской Федерации	Best socially responsible generating company	Winner "Best non-financial (sustainable) report of a generating company"
WWF	Rating of environmental openness of Russian oil and gas companies operating in Russia, 2020	4th position
РБК	RBC Top 500 foreign companies of Russia	202nd position
RAEX	Top 10 companies in RF generation	9th position
	Top 400 Russian companies	244th position
	Top 400 of Ural and Western Siberia companies	54th position
	Sales Volume Leaders of Russian business	231st position
Forbes	Top 50 foreign companies	36th position
TopCompetence	National CG-Index 2020	Top 10 leaders in terms of full and quality disclosure of information on corporate governance principles complied
АНД Ассоциация профессиональных директоров; RSPP	XVth National Award Director of the Year (Association of Professional Directors)	• Head of Legal and Corporate Affairs, Corporate Secretary Sedova Zh.I. – participant of the rating "Top 25 Corporate Governance Directors/Corporate Secretaries" • Chairman of the Board of Directors Callegari G.- participant of the rating "Top 25 Chairmen of Board of Directors"
Ассоциация менеджеров	Top 1,000 Russian managers, fuel and energy complex (Association of Managers)	5th place in "100 Russian HR managers" – Stephane Zweguintzow
Business portal "Production management"	"Labor production: leaders of industry in Russia 2020"	22nd position
"Serebryanye niti"	"Best production tourism project in corporate communications", Prikamye and Urals	Winner – Sredneuralskaya GRES

Human Rights

Management Approach

103-1 103-2 103-3

We recognize our responsibility for respecting human rights in all aspects of our work. One of the most important challenges for the company is to keep pace with a constantly changing world marked by profound social, economic, and cultural gaps and differences.

Our human rights principles

HR management and occupational health	We do not tolerate forced or involuntary labour
	We strongly oppose the use of child labour
	We shall respect cultural diversity and avoid discrimination in any form
	We recognize the right of our employees to form and participate in organizations aimed at protecting and supporting their interests, participation of emoployees in the activities of such organizations and do not affect their decisions
	We comply unconditionally with health and safety requirements
	We provide fair and favorable working conditions
	We take measures to protect physical and moral integrity of employees and guarantee them the right to the working conditions that protect the dignity of individual
Interaction with local communitites	We respect the rights of the local population, including indigenous and small peoples
	We do not tolerate corruption in any form
	We respect the confidentiality and privacy rights of our stakeholders and adhere to the principles of proper use of information and data provided by them
	We recognize the human right to education and promote development of educational institutions in the regions of our presence

Head of People and Organization, Head of Internal Audit and Head of Sustainability are responsible for managing the human rights issues.

The company's corporate practices are based on recognized international standards in human rights, such as:

- The Universal Declaration of Human Rights and International Covenant on Civil and Political Rights;
- International Covenant on Economic, Social and Cultural Rights;
- Main conventions of International Labor Organization (ILO) including conventions on the rights of indigenous and other tribal and semi-tribal populations in independent countries;
- Declaration on fundamental principles and rights at the work place;
- The United Nations Convention on the Rights of the Child,
- The European Convention on Human Rights.

Enel Russia respects and takes into account the fundamental principles of international and European agreements in the field of human rights.
Enel Group implemented the Human Rights Policy to integrate the UN-proposed Guiding Principles on Business and Human Rights into the company procedures. Since we share the belief that respect for human rights is an integral part of the sustainable business, we have adopted the Human Rights Policy in our Company. On September 25, 2013, the fundamental document in human rights was approved by the Board of Directors of PJSC Enel Russia. The Policy revision and update is planned for 2021.

The above Policy sets out the basic principles of the company in the field of human rights and management approaches to this topic.

Human Rights Policy
https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Human%20Rights%20Policy.pdf

Human right risks and decisions taken by the company broken down into business processes

BUSINESS PROCESS	RISK	OUR ACTIONS
HUMAN RESOURCES	• Violation of human rights inside the company team • Violation of human rights by employees • Violation of human rights by recruiting agencies	• Current Human Right Policy applicable to all employees of the company • Mandatory training in human rights for all new employees and periodic trainings for existing employees • Training in human rights for company management • Assessment of human rights aspects during qualification of service provides including recruiting firms
PROCUREMENT	• Violation of human rights by goods, works and service providers • Violation of human rights by subcontractor staff	• Introduction of a mandatory assessment of respect for human rights during vendor qualification • Introduction of Sustainability K factors during tenders included into sustainable solutions catalogue: when submitting its offer, the company declares its sustainability practices including respect for human rights that can give the company some extra advantage
H&S	• Violation of H&S requirements by company employees • Violation of H&S requirements by contractor and subcontractor staff	• Commitment to the key H&S principle — zero accident rate • Unswerving compliance with H&S provisions by company management • Regular training and additional communication campaigns in H&S for employees • H&S assessment during qualification of work and service providers • A mechanism to suspend (stop) works in case of H&S violations
INTERNAL AUDIT	• Impossibility of anonymous communication of human rights violation • A risk of a situation where human rights are violated and finding a solution can take longer because of bureaucracy or other formalities	• Functional communication channels (also anonymous) to notify of a human rights violation • Due investigation of all alleged human rights violations and communication of the results to the applicant
BUSINESS DEVELOPMENT	• Human rights risks in new areas of potential projects implemented by the company	• Preliminary evaluation of a human rights issue in the area of potential projects implemented by the company • If necessary, a social, economic and environmental context analysis of the territory (SEECA)

ENGAGING LOCAL COMMUNITY	• Violations of human rights associated with company activities in the region of its presence (e.g. environmental impact) • Forced relocation of locals because of construction by the company	• Regular monitoring of social, economic and environmental impact from company activities over the local community • An open dialogue with representatives of the local community at any stage of business development

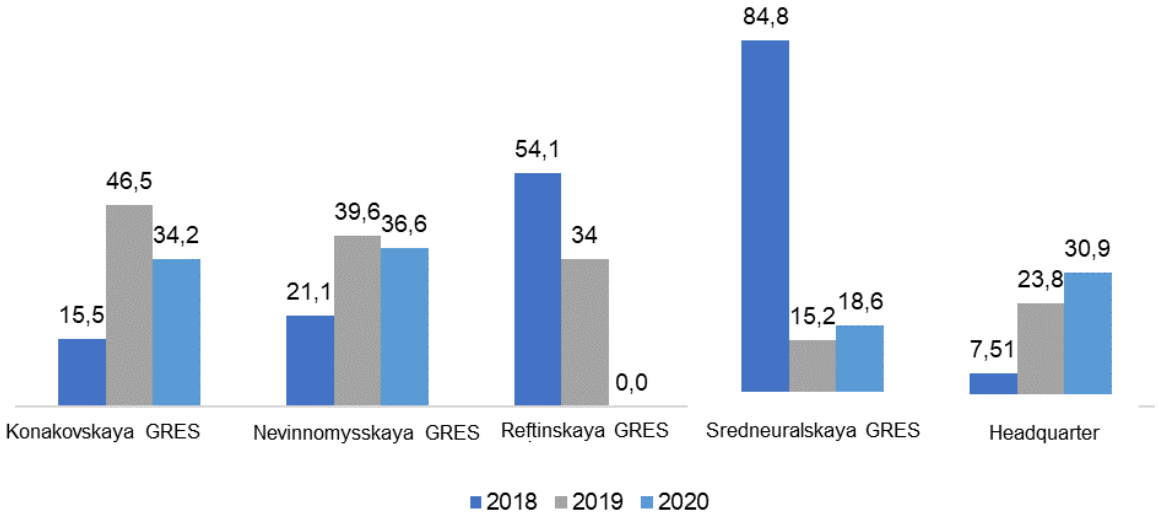
Training and spread of the human rights culture

412-2

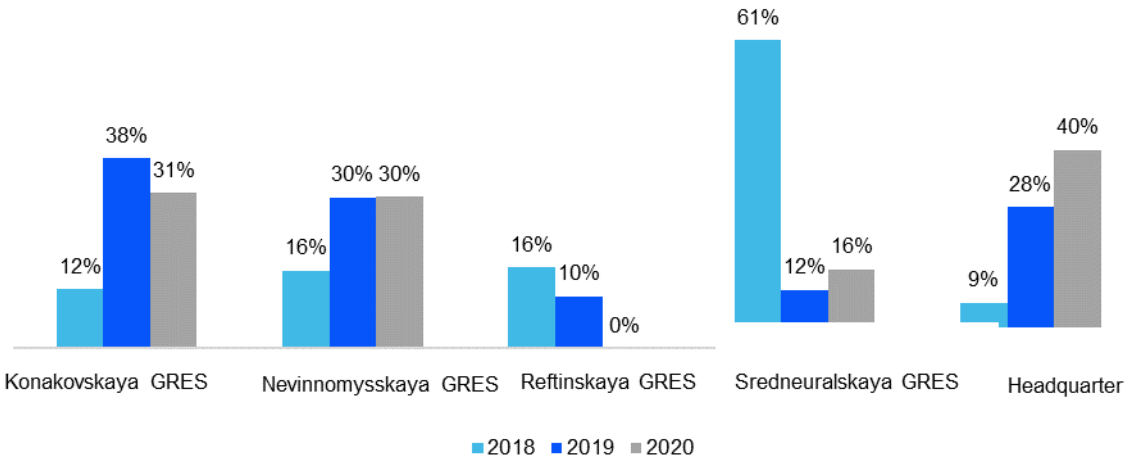
We disseminate the information about the importance of respecting human rights, and we develop and promote a high level of legal culture and ethics among our employees. Human rights training are mandatory for all new employees of the company.

401 employees (or 28% of the total headcount) were trained for the reporting period, i.e. 120.3 hours.

Number of training hours on human rights



Quota of the employees in the total headcount trained on human rights, %



We expect all business partners to respect human rights and be open to cooperation and joint initiatives in this area.

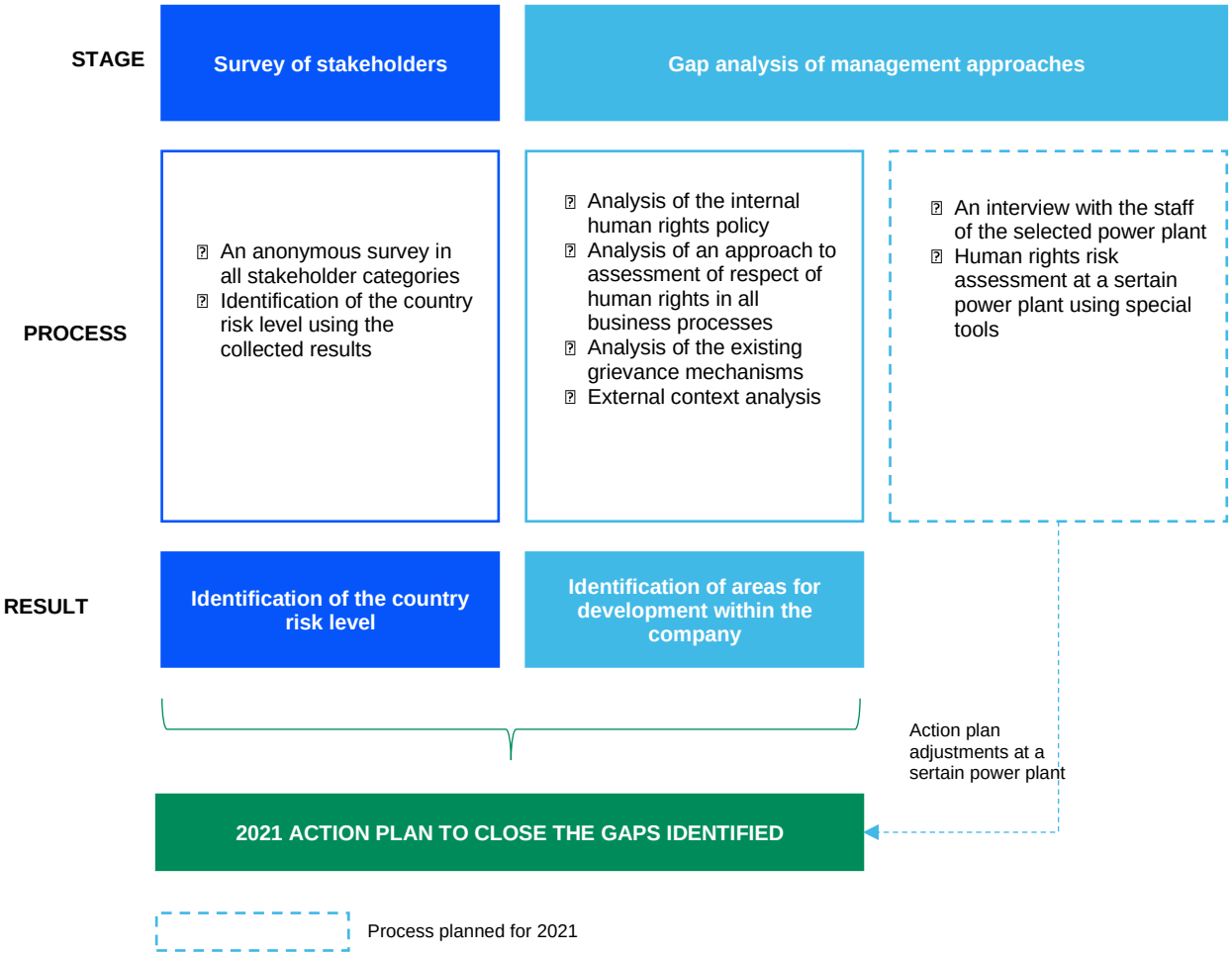
The company has several communication channels (including anonymous ones), through them any stakeholder can signal with information about alleged human rights violations.

By email	By mail	Anonymous reports
audit.coe@enel.com	Internal Audit Department, Enel Russia, 7 Pavlovskaya Street, building 1, Moscow 115093, Russia	https://secure.ethicspoint.eu/domain/media/ru/gui/102504/index.html

The Internal Audit Department is responsible for conducting a relevant investigation of the cases of human rights violations while guaranteeing protection against any type of discrimination and confidentiality of the applicant unless otherwise provided by law.

Internal audit results for 2020 and plans for development

Enel Group performs the regular assessment of adherence to human rights in the countries of presence, Russia included. The assessment is performed once in three years and allows for identifying potential risks in respecting the human rights. Based on the assessment results, an action plan is developed for the mitigation of risks and improvement of managerial approaches.
In the reporting year, we performed a comprehensive risk assessment of respect for human rights using Enel Group methodology. The assessment comprised the following stages:



Gap analysis results were used to develop an improvements plan for 2021. The plan was prepared by Sustainability team in cooperation with the Internal Audit, Human Resources and Organisation, HSE&Q.

BUSINESS PROCESS	DEVELOPMENT PLANS FOR 2021
HUMAN RESOURCES	• Updating the human rights training for new employees with an associated communication campaign, adapted for the risk typical of Russia • Additional trainings for the management in sexual harassment, any forms of discrimination and other human rights issues • Analysis of the “Open listening” results in order to identify the overall stress level associated with working from home and the COVID-19 pandemic in Russia in general

PROCUREMENT	• Continued introduction of Sustainability K factors from the sustainable solutions catalogue during bidding process, continuous catalogue updates
H&S	• Communication campaigns for employees and contractors in order to maintain the high H&S standards
INTERNAL AUDIT	• Development and introduction of updates of the human rights policy in cooperation with Sustainability team • Development of an internal procedure to check respect for human rights in cooperation with Sustainability team and Human Resources and Organisation team • Engagement of Sustainability team into investigation of violations of human rights
BUSINESS DEVELOPMENT	• Development of a human rights checklist to be used in assessment of potential projects • Advocation of the need in social, economic and ecological assessment for all business development projects
ENGAGING LOCAL COMMUNITY	• Issue of a policy on indigenous groups engaging • Inclusion of forced relocation issues into the Human Rights Policy

Combining the efforts of the Sustainability, Internal Audit and Organisation and actively supported by the General Director, we are planning to implement this action plan in 2021. We believe that the synergy of efforts and competences will ensure impressive results.

Our response to the COVID-19 crisis

403-6

Since the first cases of the disease appeared in February 2020, and as the incidence in Russia has increased, we have executed and implemented a consistent action plan. We considered both the current situation and the protective measures taken at the state level, as well as compliance with the highest standards and requirements of Enel Group for safety provision. A special task force was created in the company, it included representatives of the Health, Safety, Environment and Quality, the People and Organization, the Crisis Communication Group of the Communications, the Security.

CHALLENGE	ACTION
SAFETY	
The rapidly growing number of COVID-19 cases in many countries of the world	Even before the decision was made at the level of the Government of RF to introduce non-working days in the country, the company's management moved the maximum possible number of employees from among the operation, maintenance, day-time personnel of power plants and all personnel of the Headquarters and centralized functions to remote work.
Prevention of the spread of infection when detecting cases of infection among employees in the workplace	In order to prevent the spread of infection at the power plants of the company, a clear algorithm of actions was developed for the personnel in case of detection of an employee with COVID-19. Stress tests were conducted at the power plants and the construction site of Azovskaya WPS that made it possible to familiarize all managers with the procedures required to prevent the spread of infection and allowed implementing significant amount of improvements at the site. Regular mass testing of the company's employees and representatives of contractors located in the territory of the power plants was organized for the timely detection of cases. All employees who work full-time at the power plants are subject to mandatory screening testing for COVID-19 by PCR every 14 days. The presence of a negative test is a pre-requisite for

CHALLENGE	ACTION
	visiting the office or power plant for employees who work most of the time remotely. The company also organizes testing of personnel after breaks in work related to an annual leave or illness.
Protection of employees whose presence in the workplace is required to ensure the smooth operation and maintenance of power plants	We have implemented the following initiatives: • morning self-monitoring of body temperature with data entry in the 1C system in a special section "Employee's Account" for all employees of the company; • establishing rules for distancing, • temporary and spatial segregation of personnel, • control of body temperature at the entrance to work through the checkpoint, • use of disinfectants; • provision with all personal protection equipment to prevent the spread of COVID-19.
Changing approaches to presence employees in the office and industrial premises and organization of interaction between employees	At the entrances to the floors, in common areas and working areas, dispensers were installed to treat hands with skin antiseptics intended for this purpose. In the canteens, corridors and stairwells, signal markings are applied to separate the flow of employees and maintain distance. The periodicity of cleaning and disinfection treatment of filter elements in fan coils inside office premises was increased from two to four times a year. Common areas (canteens, toilets, meeting rooms), as well as some premises with a permanent presence of employees were equipped with bactericidal air irradiators of the recirculating type.
Reorganization of workplaces in offices and at power plants considering the requirements of Rospotrebnadzor	In crowded places (in meeting rooms, at the reception, in the area of Assistants to Directors, as well as in control rooms of power plants) Plexiglass screens are installed to protect employees during communication. In all offices and at power plants, a large-scale reorganization of the working space was carried out with an increase in the distance between workplaces. The cleaning approach has been revised: a disinfecting treatment of all contact surfaces (door handles, switches, office equipment) every 2 hours was added to the daily wet cleaning. In addition, three times a week, the surfaces of work desks and the armrests of work chairs are disinfected.
EMPLOYEES	
Providing employees who work remotely with uninterrupted access to corporate digital resources	Since mid-March, more than 900 employees of the company have been moved to remote work. To make the work of employees outside the office more efficient, the set of available digital tools has been optimized, new software products have been introduced, in particular, Microsoft Teams, Microsoft Office 365. In the second half of July, all the mailboxes of the company's employees were moved to cloud storage that made remote work even more comfortable and secure.
Arrangement of the working space at home	To help employees arrange their workplace at home, the Digital Solutions provided IT equipment in the shortest possible time ensuring their comfortable and uninterrupted remote work. Since April 2020, more than 250 requests have been made by employees to deliver

CHALLENGE	ACTION
	office equipment, furniture and office supplies to their homes.
Medical support of personnel in case of detection of COVID-19	Enel Russia has organized additional health insurance that allows employees to receive a cash payment in case of hospitalization for COVID-19. Such payments are intended primarily to compensate for the financial losses of employees caused by prolonged absence from the workplace due to illness, as well as to provide employees with the opportunity for further rehabilitation in health resorts. In addition, a special rehabilitation program is organized for all employees who have suffered from COVID-19 disease on the basis of the current voluntary health insurance that includes consultations with specialized professionals, as well as physical therapy and remedial exercises. The program allows employees to restore their health faster and more efficiently after an illness.
Organization of internal communications for timely informing employees about the current situation related to the COVID-19, measures taken and planned changes	All possible communication channels were activated by the company management to provide critical information to each employee of the company, specifically: • regular e-mail newsletters with the latest news about the epidemiological situation in the country and the company's decisions in response to possible risks; • special section on the internal corporate portal with a list of all relevant information related to the COVID-19; • SMS-informing; • video presentations with recommendations for prevention of the disease of COVID-19 and an action plan for detection of the infection; • radio broadcasting at power plants about new rules of social behavior; • preparation and release of printed materials at all our facilities with up-to-date information; • video tutorials. All mentioned tools were required for the rapid communication of information to each employee of the company.
BUSINESS	
Operation and maintenance of power plants in conditions of limited presence of personnel at the plant considering the using of increased safety measures	Conducting technical inspections and checks using augmented reality glasses and smartphones. During the work on technical refurbishment of CCGT and overhaul of power unit No. 11 at Nevinnomysskaya GRES and overhaul of gas turbine of CCGT at Sredneuralskaya GRES the remote control system with the help of augmented reality glasses Realwear HMT-1 and Microsoft HoloLens 1 was used for the first time. These tools allowed real-time remote inspection of facilities and interaction with specialists through the installation of virtual labels and uploading images directly to glasses.
Implementation of renewables projects in the context of a pandemic	Almost all economic activity was suspended in the country with the exception of the key vital industries (the electric power industry included). In the conditions of the imposed restrictions, this status allowed us to continue work on the construction of wind farms in the Murmansk and Rostov Regions. In order to comply with all the regulations and requirements for prevention of the spread

CHALLENGE	ACTION
	of COVID-19, during the work we have established constant contact with the regional authorities.
Holding a safe General Shareholders' Meeting with the opportunity for participants to listen to the report, ask a question and get an answer	The Annual General Shareholders' Meeting was held in the form of absentee voting since at the time of the decision on convening a meeting the public events were prohibited and in order to comply with security measures. In order to further inform shareholders, video messages on all items of the agenda, as well as the speech of the Chairman of the Board of Directors, were published on the company website a few days before the date of the General Shareholders' Meeting. Shareholders could express their opinions and direct questions regarding the agenda, ask questions to members of the Board of Directors, members of the Executive Board, General Director, key managers, Head of Accounting and Taxation - Head Accountant, Company Auditor and Board of Directors candidates via e-mail, WhatsApp and by using a special form available on the company website. The answers to the shareholders' questions were immediately published on the company website, and the company's employees answered questions related to the meeting by phone. For the first time, the company's shareholders could participate in the General Meeting not only by sending filled-in voting bulletins (that involves visiting public places), but also by electronic voting.

Interview with Maxim Shalaev, Head of Health, Safety, Environment and Quality

Q: Which of the safety issues was the most important one in the company's agenda in 2020?

A: For sure, the global COVID-19 pandemic had a huge impact on us in 2020. The company had to transform itself in a very short time in order to respond to the changes caused by the emergency. The main tasks for us were to ensure safe working conditions for the company's employees who continued to work in the offices and at the production branches and construction sites of the company, as well as to manage the fastest possible transfer of more than 900 employees to remote work.

Despite all the challenges of the pandemic, our top priority was and remains "Zero accidents". We were able to avoid fatalities in 2020 and reduce our Lost Time Injury Frequency Rate by 61%.

Another serious challenge for the 2020-2021 winter season became an extremely snowy winter in all regions of our presence, including the Stavropol Territory in the South. To prevent injuries due to slipping on snow-covered and icy sections of walking paths, we paid special attention to the Black Asphalt project, which guarantees the safety of movement on the territory of our power plants.

I would also like to note another important change: for the first time, we have included Health and Safety targets into the Sustainable Development Plan for 2021-2023.

Q: Which areas of Company's development in the field of environmental management would you highlight?

A: During the reporting year, we released three environmental policies that strengthen our management approaches, reaffirming our commitment to environmental protection in our regions of presence. In 2020,

we paid special attention to projects in the field of waste management, increasing the amount of waste transferred for disposal, and also switched to an automated internal reporting system for waste accounting, which significantly increased the accuracy and quality of disclosed information.

We are implementing several projects aimed at improving water consumption efficiency, including the Dry Basement project and the construction of treatment facilities at Sredneuralskaya GRES, implementation of the Adviser program at Konakovskaya GRES and Nevinnomysskaya GRES in order to ensure reliable operation of equipment and rational water use.

Q: Please tell us about the company's plans to develop an integrated management system?

A: An integrated management system serves as the basis for well-coordinated interaction on the management of Health and Safety, energy efficiency, environment and quality, as well as gives a significant contribution to the ESG risk management process in the company. We are actively developing an integrated management system in our company. Our main task is to implement the requirements of international standards as efficiently as possible in all production branches to improve the level of management practices. In the reporting year, we completed an important process of certification to the international ISO 37001: 2016 "Anti-Corruption Management System" standard. In 2021 we plan to obtain certification to the ISO 50001: 2018 "Energy Management System" standard at Nevinnomysskaya GRES and in 2022 at Sredneuralskaya GRES. In 2020 we also set the targets in this area and included them into the Sustainable Development Plan for 2021-2023.

Integrated management system

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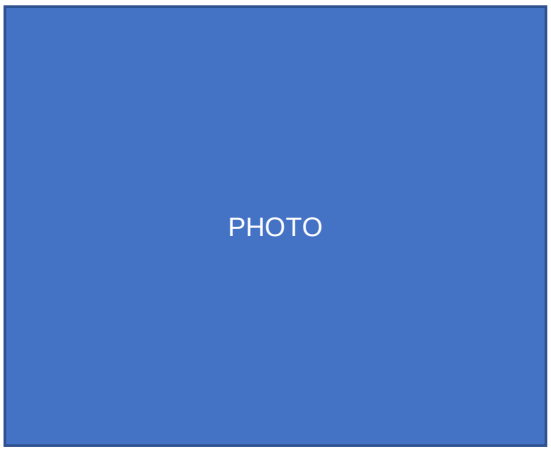

"We believe that applying a uniform management approach at all our power plants and all our offices guarantees systematization, orderliness, transparency and consistency of the processes. The integrated management system helps improve management of our company".

Sergey Sotnikov
Head of Quality Group

Material topic		Sound governance and fair corporate conduct	
Results for 2020		Completed certification according to the international standard ISO 37001:2016 "Anti-Corruption Management System	
Dynamic objectives and initiatives up to 2023			**SDG**
NEW	Integrated Management System development	• Post-certification external and internal audits under ISO 37001 Anti Bribery Certification • Update of the corruption risk assessments • Communication campaign and training • ISO 50001 on NGRES and SUGRES	

Enel Russia assumes additional obligations to comply with global standards and practices, along with rigorous compliance with the requirements of the laws of the Russian Federation in terms of health, safety, environment, quality and energy efficiency.

Over ten years of the application, we have significantly improved the management system in our company. We annually confirm the existing certification and plan to study and implement new standards.

Integrated management system

REFERENCE	STANDARD	STATUS	FIRST APPLICATION	
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/%D0%BA%D0%B0%D1%87%D0%B5%D1%81%D1%82%D0%B2%D0%BE/I%20ISO%209001-2015%20certificate_short.pdf	Quality management ISO 9001:2015	Certified	2016	INTEGRATED MANAGEMENT SYSTEM
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/%D0%BA%D0%B0%D1%87%D0%B5%D1%81%D1%82%D0%B2%D0%BE/I%20ISO%2014001-2015%20certificate_short.pdf	Environmental management: ISO 14001: 2015	Certified	2016	
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/%D0%BA%D0%B0%D1%87%D0%B5%D1%81%D1%82%D0%B2%D0%BE/Certificate%20ISO%2050001-2011_KGRES.pdf	Energy management system ISO 5001:2018	Certified Konakovskaya GRES In 2021 and 2022, Nevinnomysskaya and Sredneuralskaya GRES will be certified	2019	
https://www.enelrussia.ru/ru/investors/a201612-quality-.html	Occupational Health and Safety ISO 45001:2018	Certified	2020	
https://www.enelrussia.ru/ru/investors/a201612-basic-documents-.html	Anti-Bribery Management System ISO 37001:2016	Certified	2020	

** From 2011 to 2020, Enel Russia was certified according to OHSAS 18001:2007 standard "Health and Safety Management Systems". As of the beginning of 2021, Enel Russia has OHSAS 18001 certificate valid until March 2021. From 2021, the company is moving to ISO 45001:2018 certification "Health and Safety Management Systems. Requirements and Application Guidelines".*

In 2020, we completed an important process - certification according to the international standard ISO 37001:2016 "Anti-Corruption Management System". For more details on the company's anti-corruption approach, see the Anti-Corruption Policy and Business Ethics section.

The integrated processes in the company include the following:

- Development of uniform policies[11], regulations and other backbone documents concerning health, safety, environment, quality and energy efficiency.
- Planning and conducting internal audits, managing identified nonconformities, introducing corrective actions and preventive actions.
- Formulation of uniform requirements for Health, Safety, Environment, Quality and Energy Efficiency for contractors, suppliers in the performance of works, provision of services and supplies[12].
- Continuous communication and reporting on significant events in health, safety, environment, quality and energy efficiency.
- Management of risks and opportunities for improvement.
- Regular holding Health, Safety, Environment and Quality Days at power plants for employees and contractors.

[11] *Integrated Policy in quality, health, environment and energy efficiency of PJSC Enel Russia (for more details see the section "Health, Safety, Environment, Quality" on the official website of Enel Russia).*

[12] *** Regulation of PJSC Enel Russia No. 522 Interaction with Suppliers and Contractors in HSEQ dated 19.04.2018 (see more in the section "Health, Safety, Environment, Quality" on the Enel Russia website https: //www.enelrussia.rul).*

Key components of the integrated management system

Quality management system ISO 9001:2015	Development and continuous improvement of the integrated management system, process approach. Methodological support for the company's units. Ensuring quality control during overhauls and medium maintenance at the power plants. Conducting qualification inspections of procurement procedures in order to reduce risks.
Occupational health and safety management system ISO 45001:2018	Improving the management system for the transition to ISO 45001:2018 standard. Risk assessment. Monitoring compliance with health, fire and industrial safety requirements. Preparation of reports on hazardous situations and industrial accidents. Development and implementation of measures to improve health indicators. Management of accidents and emergencies.
Environmental management system ISO 14001:2015	Environmental management. Obtaining permits. Management of environmental risks and opportunities.
Energy management system ISO 50001:2018	1. Management of equipment performance optimization and control ofthe efficient use of resources (fuel, water, electricity) for BOP needs. 2. Application of new technologies and equipment to reduce production losses. 3. Implementation of new digital projects and solutions to improve performance. 4. Transition to a risk-based approach.
Anti-Corruption Management System ISO 37001:2016	1. Introduction of the anti-corruption management system. 2. Application of risk-oriented approach. 3. Raising the employees' awareness of the existing procedures for managing the risks of corruption and bribery, as well as of a single feedback channel for reporting bribery and corruption cases.

Health and safety

PHOTO

"Enel Russia is aware of its responsibility to ensure safe working conditions for all participants in the production activities – both our employees and contractors that we involve to carry out maintenance of equipment, buildings, and facilities of the power plants. Safety is of our highest priority, so in addition to suspending any work that can jeopardize the health and safety of employees and contractors we also carry out constant information campaigns and projects aimed at improving safety culture"

Mikhail Surin
Head of Health and Safety Office

Material topic	**Health and safety**
Results for 2020	**61%** **REDUCTION IN THE FREQUENCY INDEX OF OCCUPATIONAL ACCIDENTS WITH TEMPORAL LEAVE**

Dynamic objectives and initiatives up to 2023			**SDG**
NEW	Frequency rate reduction (LTIFR)	Reduction in the Lost Time Injury Frequency Rate (LTIFR) as compared to previous periods	

NEW	Safety culture promulgation	Development of the culture, awareness and commitment of the staff and contractors in occupational health and safety	

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The company complies with all mandatory regulatory requirements in the field of health and safety following article 211 of the Labor Code of the Russian Federation and assumes also voluntarily additional obligations in the field of occupational health and safety under the international standard ISO 45001 (for details, please see Integrated Management System). The company proves the high level of health and safety management during annual certification and compliance audits by accredited companies.

The company raises awareness of occupational risks, encourages and supports responsible and safe behavior. Preservation of life and health of employees, care for the psycho-physiological state during working and non-working hours comprise our health and safety activities.

Health and Safety Management

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The health and safety management system covers all activities of the company, all branches and power plants, all employees of the company and contractors operating on the company's territories. It is based on the integrated policy for health, safety, environment, and energy efficiency. The management is aimed at continuous reduction of the risk of injuries and accidents.

The company has implemented and employs the following documents that were designed and approved in Enel Russia, and apply to фдд employees and all contractors during the work on our sites:

Integrated Policy for Quality, Health, Safety, Environment and Energy Efficiency https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/Politika_posters_2019_rus.pdf	Stop Work Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/zshm/Политика%20прекращения%20(приостановки)%20работ.pdf	Procedure for Interaction with Contractors and Suppliers in Health, Safety, Environment and Quality https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/Регламент522.PDF

- Integrated Health and Safety, Environment and Energy Efficiency Policy;
- Stop Work Policy;
- Policy of zero tolerance to consumption of alcohol, drugs or other intoxicants and limitations of smoking at workplace;
- Policy on use of asbestos;
- Policy on the prevention of stress and promotion of well-being at the workplace;
- Policy on Mechanical Shock Prevention;
- Procedure for Interaction with Contractors and Suppliers in Health, Safety, Environment and Quality;
- Safe Works in the Confined Space;
- Procedure for risk assessment in the field of health and safety for employees during the performance of works;
- Procedure for the organization of inspections in the field of Health, Safety, Environment and Quality;
- Operating instruction on safe performance of works on chimney stacks;
- Operating instruction on safe performance of works at height;
- Operating instruction on the alcohol testing system;
- Operating instruction on the personal protection equipment management;
- Operating Instruction of Permit to Work System including LOTO Lockout/Tagout System;
- Regulation on Industrial Safety Management System.

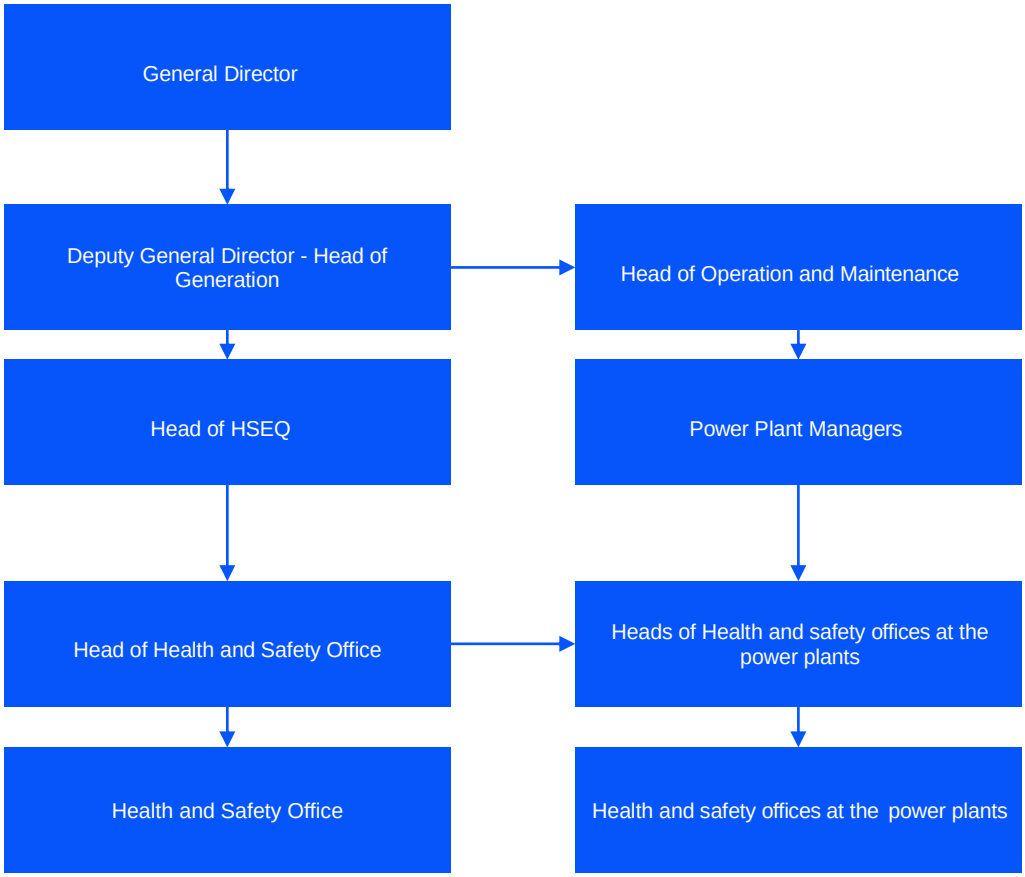
All Health and Safety Policies are available in Russian and English languages.

The integrated policy establishes the following fundamental principles:

- Promotion and improvement of the culture of safety, environment and quality: raising awareness of risks and environmental aspects and fostering responsible behaviour in order to ensure high-quality works without accidents, suspending any operations which can threaten health and life
- Promotion and introduction of the culture of innovations in processes, technologies and developments in search for new possibilities for business development, using scientific research and involving external partners for continuous improvements
- Provision of personnel possessing relevant experience and expertise for achievement of the goals set by the company, promoting staff development and training to improve information awareness and responsibility
- Power plants management using the best internal and external practices to comply with the laws, legal and technical regulations, developing the culture of continuous improvement and energy efficiency
- Ensuring the sustainability of the company's business during power plant maintenance, construction and operation
- Responsible operation and development of generation fleet, preserving the environment and biodiversity and sustainably using natural resources; development and offer of energy-efficient services, products and equipment
- Maintaining Enel Group's aspiration to the zero carbon emissions by 2050, by setting unified plans for power plant operation and development
- Selection of contractors and suppliers, monitoring of their activities, ensuring the quality level defined by Enel Group, setting the targets for contractors and suppliers in quality, health and safety, environment and energy efficiency in accordance with the company's goals, ensuring continuous dialogue with stakeholders, promoting mutual improvements and partnership

The company has a single vertically integrated health and safety management system that provides a single strategic approach and control at all levels.

Health and safety management



Health and safety issues are of priority not only for the HSEQ personnel. All company employees, regardless of their position, must pay special attention to occupational health issues. The occupational health indicators comprise the key performance indicators of managers and employees of the company (for details, please see Numerical and Statistical Information).

By tradition, the topic “Health and safety” is always number one on the agenda of each weekly briefing meeting of directors and each meeting of the Board of Directors, as well as eacha General Meeting of Shareholders.

The management approach self-review of this crucial topic is performed annually during a management meeting dedicated to the analysis of the integrated management system. Results for 2020 will be evaluated in April 2021. It is expected that the management approach in health and safety will be declared efficient.

Health and Safety Risk Assessment

403-2

Systematic risk assessment, and adoption of relevant measures for their prevention and reduction allows us to reduce significantly the likelihood of industrial accidents, occupational illnesses, accidents and other incidents.

Risk assessment is carried out following the PJSC “Enel Russia” Procedure No. 665 “Assessment of health and safety risks during the performance of works” and is based on the following documents:

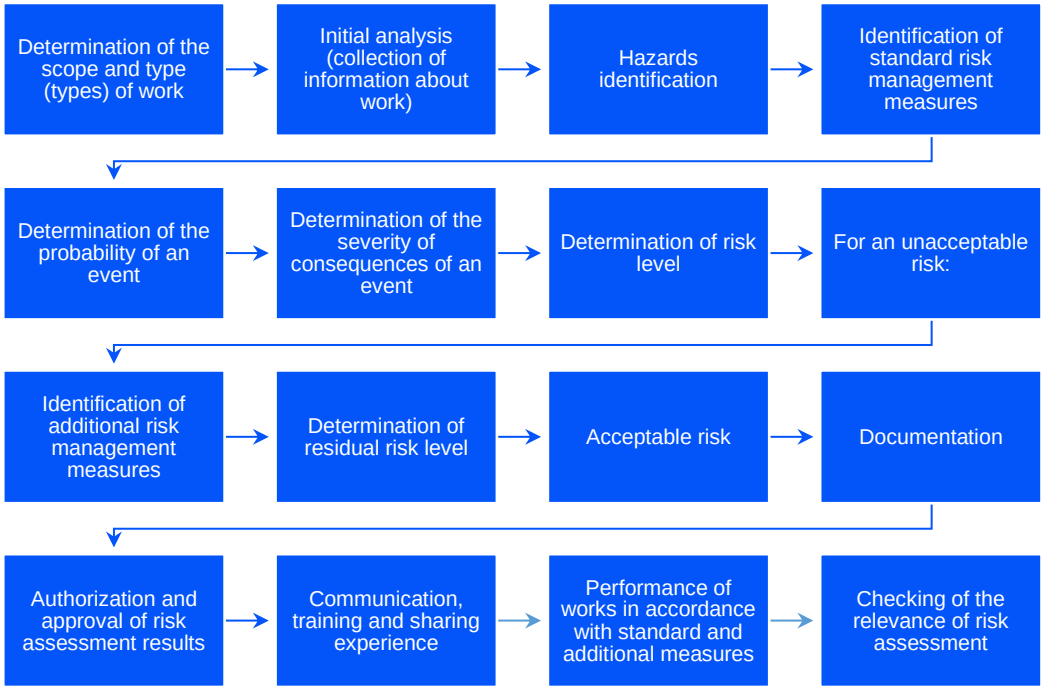
- Labor Code of the Russian Federation
- Order of the Ministry of Labor and Social Protection of the Russian Federation dated 19.08.2016 No. 438н “On approval of model provision on the health and safety management system”
- GOST R 54934-2012/OHSAS 18001:2007 "Russian National Standard.
- Occupational health and safety management system. Requirements" (approved and enacted by

Order of Rosstandart (Federal Agency on Technical Regulating and Metrology) No. 154-ст dated 06.07.2012.

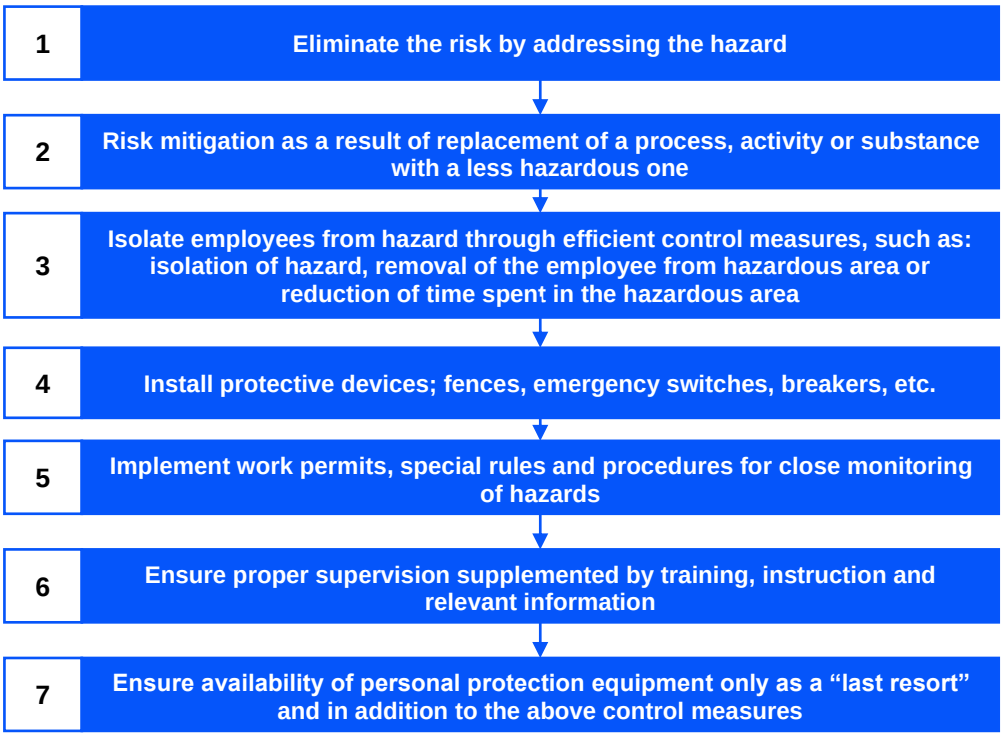
- GOST R 51898-2002 “State standard of the Russian Federation. Safety aspects. Guidelines for their inclusion in standards" (adopted and enacted by Decree of the State Committee of the Russian Federation for Standardization and Metrology No. 228-ст dated 05.06.2002)
- GOST 12.0.003-2015 "Interstate standard. Occupational safety standards system. Dangerous and hazardous production factors (put into effect by Order of the Federal Agency on Technical Regulating and Metrology No.602-ст dated 09.06.2016)
- Procedure of PJSC Enel Russia "HSEQ Integrated Management System Manual"
- Operating Instruction PJSC “Enel Russia” "HSEQ event management".

Risks at the power plants are assessed by a dedicated team comprising employees with sufficient expertise in the area to be evaluated. The risk assessment team is headed by a manager possessing experience in this kind of evaluations or who is in charge of organization and performance of works to be evaluated. Risk assessment results are mandatory approved by Health and Safety. Risks can be assessed by contracting organizations.

Process of risk assessment



Management measures hierarchy for risk reduction



Each time when issuing a production assignment for the performance of works, the manager must check for risk assessment for that work and its veracity. The results of risk assessment must be revised periodically by the risk assessment team for compliance with current conditions. If the conditions change, previously conducted risk assessments must be verified for accuracy and applicability to ensure safe operation. The risk assessment must be carried out before the changes are introduced. If the current risk assessment results do not correspond to the working conditions, then the risk assessment must be revised.

Our company revises risk assessments once every five years or as may be necessary. However, we conduct risk assessments in the following cases:

- in case of accidents,
- equipment modernization,
- changes in repairs procedure,
- or other events that may affect the level of risk.

The company has a Stop Work Policy; according to it any employee of the company or a contractor's employee, regardless of the position, status or role, can and must demand termination (suspension) of any work that, in their opinion, poses threat to their life and safety and/or other people, and also create a risk of damage to the environment, or to the country's archaeological or cultural heritage, while notifying the detected violation of health and safety requirements to a responsible person authorized to terminate the works.

In case of a potential hazard or any occupational safety violation, any signs of unsafe behavior or any other circumstances which can cause harm to health and life, each employee of the company or a contractor must immediately notify their manager, a representative of the company, or contact the company's hot line (call, SMS, email). The employee or the contractor's representative will get feedback on the measures implemented. All employees of the company and contracting organizations are aware of this procedure.

Communication channels used by an employee or a contractor to communicate a hazard:

An employee or a contractor who communicated a hazard or suspended works, even if later the action is rendered irrelevant, is exempted from any liability or accusations.

Risk assessment for disabled employees should take into account their conditions.

Results for 2020

403-2 **403-9**

The key statistical quality indicator in Enel Russia is combined indices. In the calculation of the indices, accidents involving both employees of the company and employees of contractors performing work in the territory of power plants are taken into account. These indices correspond to common frequency and severity indices.
In 2020, we revised our approach and now we use three separate indices instead of a single severity index; each of them is calculated per 1 million of worked hours:

- fatal accidents;
- life changing accidents;
- relevant accidents.

Application of separate indices ensures even clearer identification of the severity and potential of accidents and timely implementation of organizational and managerial decisions.

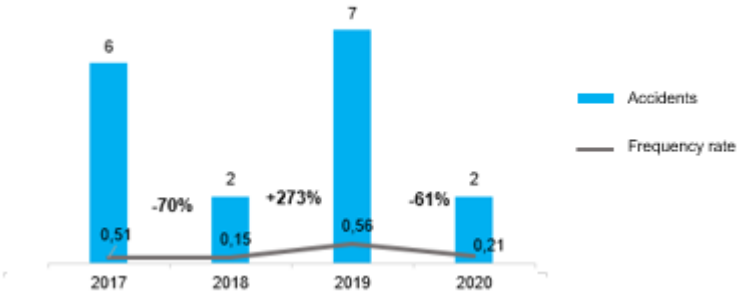
We aim at the continuous improvement of our statistics in order to evaluate the efficiency of the managerial approach in health and safety; however, the main goal of the company is “Zero accidents” with employees of the company and contracting organizations.

In 2017–2020, not a single case of fatal injuries was recorded at the company, either among the company's employees or among the contractors’ employees.

Compared to 2019, the company's indicators in the reporting period in the field of Health and Safety have decreased significantly. Thus, the accidents frequency rate in 2020 decreased from 0.56 (in 2019) to 0.21.

As far as the three new indices used instead of the severity index are concerned, the fatal accidents index was 0.00 (mentioned above); the index of life changing accidents in 2020 was also zero as there were no such events recorded; the relevant accidents index made 0.21, the same as the overall severity index, because both accidents which took place in 2020 were classified as “relevant”.

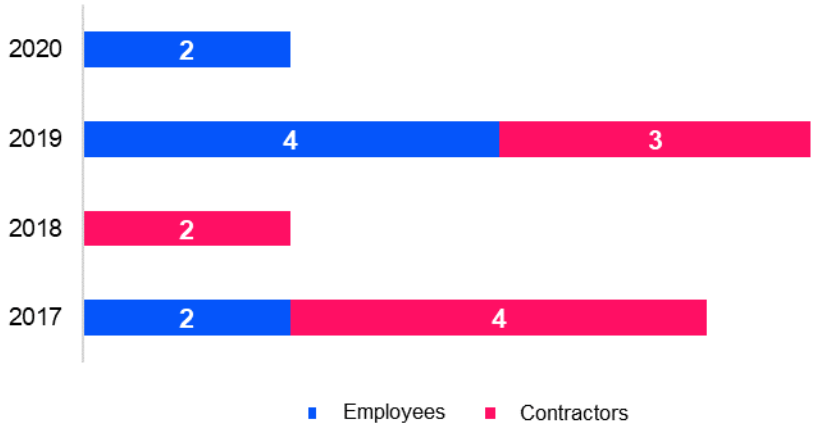
*Accidents frequency index and number of accidents**



** Frequency index calculation formula: The number of all accidents with employees and contractors * 1,000,000 / the number of hours worked by employees and contractors.*

In 2020, two work accidents occurred with employees of the company. No accidents involving contractors’ personnel were recorded in the reporting period. For comparison, in 2019 seven work accidents occurred including three with contractors and four with employees of the company.

Number of accidents



Work accidents in 2020

Type	Description	Employees / Contractors
Minor	Trauma from falling on a slippery surface	Employee
Minor	Chemical burn	Employee

In accordance with the laws of the Russian Federation, all accidents that occurred in 2020 are “minor”; whereas Enel Group’s classification render one accident as ”minor“ and the other one as “PLCF“ (potentially life-changing accident).

All injured received qualified medical care. The accidents were duly investigated; root cause analysis of accidents was performed; the relevant remedial actions were identified and then implemented or acquired the status of projects aimed at preventing similar situations in future.

Occupational hazard incidents are investigated following the operating instructions of the company: “HSEQ Event Management” and “HSEQ Reporting”.

Depending on the severity and type of event, the accident investigation may differ. The Group of Analysis (GoA) is created that analyses each significant event that has occurred. The operating instruction defines the period for creation of GoA and its composition. GoA analyses the causes and generates an action plan stating the responsibilities and deadlines. The plan is communicated to all power plants.

To prevent the recurrence of accidents, the company performs continuous monitoring of hazardous situations and any potential implications that could result into an accident.

In 2020, we have recorded and addressed 10 near misses (including 2 with high trauma potential) and 10 microtraumas (events where first aid was offered); 100 corrective actions were identified following investigations.

Health Care of Employees

403-3 **403-10**

According to Order of the Ministry of Health and Social Development of the Russian Federation No. 302н dated 12.04.2011, medical examinations of personnel are conducted regularly to monitor the health of employees. All company employees are provided with voluntary medical and accident insurance. (See Human Resources).

In 2017-2020, there were no cases of occupational illnesses with the company and contractors’ employees caused by production factors as well as fatal cases due to diseases associated with production. No inquiries from state authorities were addressed to the company regarding information on an occupational illness with the company and contractors’ employees caused by exposure to hazardous and/or production factors within the company.

As the responsibility for the monitoring of employees’ health condition rests with the employer, and pursuant to part 1 of Art. 13 of Federal Law No. 323-FZ dated 21/11/2011 On Fundamentals of Health Care in the

Russian Federation, health information is medical secrecy, the company does not have any information on health checks and health state of contractors' employees.

If necessary, each employee of the company and contractor working at a power plant can contact the around-the-clock medical center organized at each power plant. If the medical professional the medical center (doctor or paramedic) deems it necessary to perform an additional examination, they will send the person who has applied for a consultation to a hospital or in-patient facility. In emergencies, an ambulance crew is called to the power plant, its arrival time is regulated by the national regulations.

Additional Support in Matters of Health & Safety During Maintenance Activities

To support the organization and control of the safe, environmentally friendly and high-quality performance of works during overhauls, secondary, current and emergency maintenance, special projects related to the involvement of a large number of maintenance personnel, local additional safety moving pools (SMP) are used as an additional measure of support in health and safety. These local teams are active at all power plants within the scope of the Safety Moving Pool global project.

The main task of SMP is to stimulate professional growth in occupational health and industrial safety, fire safety, environment, quality and improvement of the safety culture among the employees of Enel Russia and the personnel of contractors. SMP provides additional consultations and performs regular monitoring of compliance with legislative requirements of the Russian Federation and local requirements of the Company during positioning, erection, servicing and maintenance of technological equipment and other special projects as defined by the company's management.

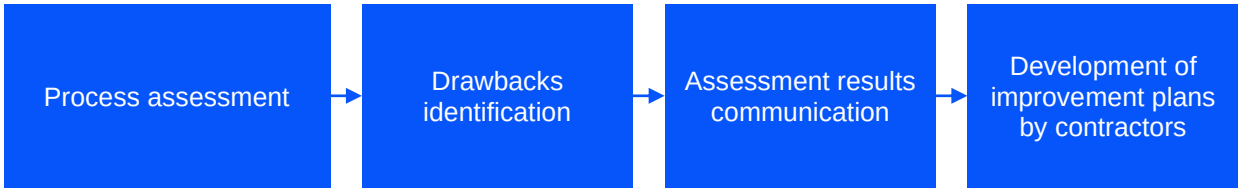
In 2020, more than 40 employees of the company were involved with periodic rotation in order to increase the involvement of the operations and maintenance personnel in occupational health and safety, fire safety, environmental and quality issues. During the reporting year, over 500 inspections were conducted by the safety moving pool and 300 non-conformities were identified. These non-conformities were either quickly eliminated directly at the site, or works were suspended until non-conformities were eliminated.

In 2020, around 90 meetings were held with contractors, where the results of the work of SMP were presented, during which the positive aspects and problematic issues during contractors' preparation of work and its performance were highlighted. In their turn, contractors reported implementation of corrective actions and elimination of violations.

Assessment of Contractors' Health System

We cooperate with contractors in order to improve their health and safety system. In 2020, we cooperated with over 30 contractors for a comprehensive evaluation of their health and safety issues. Where the assessment revealed the need in improvements, contractors were offered partner assistance to tune their management processes in accordance with our expectations.

Assessment of Contractors' Health and Safety System



In order to improve the cooperation with contractors in the area of health and safety, in 2020 we conducted thematic meetings **Together for Safety** with participation of the core contracting organizations. The meetings were aimed at exchange of best health and safety practices and planning of joint activities for safe cooperation

Information and Training in Health&Safety

403-4 **403-5**

The company organizes obligatory and additional staff training in health and safety in accordance with regulations of the Russian Federation. In 2020, the number of training hours amounted to 93,958.

Staff training includes health issues, safe work procedures and methods (including works at height, works in closed space), fire safety fundamentals, occupational health and fire safety briefing, fire safety drills, fire safety certification, hydraulic structure safety certification, electric power safety certification, additional professional training, apprenticeship, etc.

The scope and sequence of training depends on the position and functions fulfilled by the employee. Mandatory training is free for employees. Trainings are conducted in Russian or English / Italian. If training is conducted in a foreign language, an interpreter is invited.

Training is conducted either by a certified internal trainer, or employees are trained at an external accredited organization. Training can also be extramural. Training is followed by knowledge assessment. After knowledge assessment or certification, a knowledge assessment report and/or certificate is issued.

There are special commissions for the examination of knowledge in health and safety topics at power plants. A special IT system has been implemented for internal training, which is used to train employees in industrial safety, health, fire safety, civil defense and emergency situations. The new software allows delivering personalized training as per available training courses, as well as creating own courses. The available training courses are updated regularly in accordance with changes in normative acts. The employees can conduct self-training using course materials, pass intermediary exams and a final test,. The self-training for exams can be carried out not only using a personal computer but also using mobile devices and mobile application that makes this process more convenient, affordable and up-to-date.

The company involves qualified contractors for training sessions and training on additional topics that can lead to a reduction in the number of injuries and work accidents (root cause analysis of accidents, use of personal protection equipment, proper use and assembly of scaffolding, asbestos-containing materials handling). Also, the company organizes and conducts additional internal trainings and ensures awareness in safety for company's employees and contracting organizations.

EU 18

According to the Russian laws, organization and monitoring of compulsory training in health and safety is the responsibility of the employer. Works at production facilities can be conducted only by qualified contractors and subcontractors who are duly trained in health and safety. Prior to works, contractors undergo safety briefings and trainings at the power plants of Enel Russia. Also, internal coaches and external trainers conduct trainings in topics that can lead to a reduction in the number of injuries and work accidents (root cause analysis of accidents, use of personal protection equipment, proper use and assembly of scaffolding).

We use all existing internal communication channels to inform about the importance of compliance with health and safety requirements (see details in the section "Stakeholder Engagement").

Selected projects

Action 360 Knowledge Base

In 2020, the Action 360 information and education program has become available in the company. Action 360 comprises over 50 training courses, including compulsory health and safety training for management and specialists, fire safety fundamentals, advanced training programs with official diplomas or certificates. This system allows gathering information in various areas as a single source and address questions to experts. All trainings are available online, and it is essential for maintaining skills while working remotely.

Intrinsic Safety

In 2020, we have launched the Intrinsic Safety project. Incidents analysis results were used to identify a number of areas requiring special attention, e.g. moving equipment parts, explosive and flammable equipment (ATEX), roads and walkways, pressurized equipment, where risks were assessed and further risk management was identified.

HSEQ4U

In order to record health and safety accidents, inspections, stop-works, we have developed a dedicated application which allows generating a single database of health and safety events with possible complex analysis using various criteria.

Industrial Safety Management Automation

In 2020, we continued implementation of the automated cloud management system for health, safety, environment and quality. The new software allows automating the management of industrial safety, as well as the processes of occupational health, environment and quality. The system allows taking into account such aspects as event and audit planning, infrastructure and personnel management, technical audit management by checklists and compliance orders. The system facilitates monitoring of deadlines, as well as the process of reports generation

Approaches of the Company to Emergency Management

EU21

We are aware that the operation of power plants, like any production facility, is at risk of events that can threaten safety of employees, equipment operability, meeting commitments in electricity generation, and can have negative impact over the environment, assets integrity, image and reputation of the company and its management.

To ensure readiness for such situations, the company has implemented a critical event management system. It is based on unconditional compliance with the laws of the Russian Federation and the best international practices.

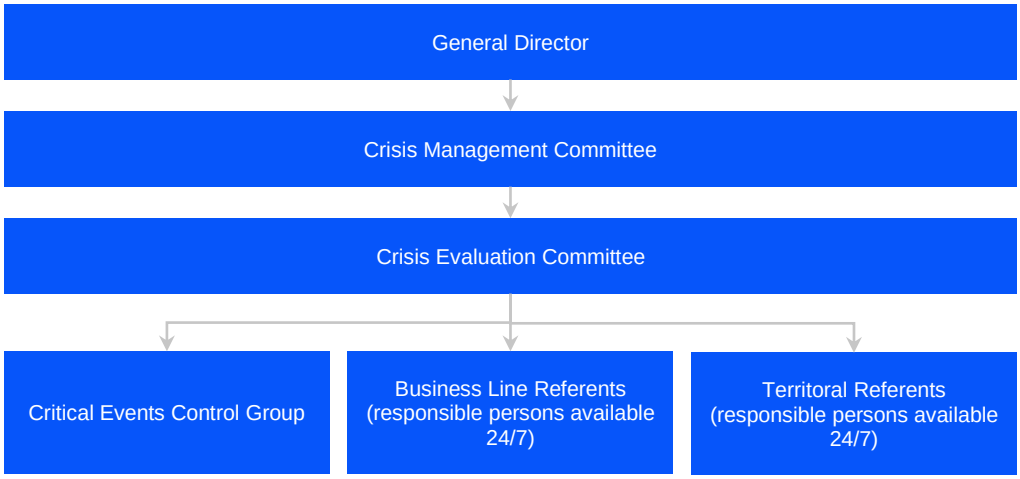
In 2019, we implemented the Critical Event Management policy, a core internal document of the company that sets forth the clarity, speed and efficiency of decision-making, and the procedure for internal and external communications during critical event management.

A critical event is an event of a natural, accidental or criminal nature that may have an actual or potential negative impact on the safety of people, continuity of work, the reputation of the company, interests of stakeholders. The nature of these events may vary; therefore, the company takes into account various opportunities and available resources in the process to prevent such events or eliminate their consequences.

PJSC Enel Russia ensures a technological process to prevent emergencies and has a dedicated Critical Events Control Group. The Group gathers data and information facilitating identification of events that can escalate to a crisis; identify a problem, evaluate its status taking into account potential impact and possible consequences of its publicity in the media. Assessment is conducted in accordance with the recommendations of the Crisis Communications Group. The company provides real-time response to events and performance maintenance.

At the management level, the responsibility for management of critical events is borne by General Director and Crisis Management and Crisis Evaluation Committees. At the operating level, the responsibility is borne by the Critical Events Control Group. The power plants have referents available and ready to act 24/7.

Critical events management



To classify the rate of a critical event, special codes are used which depend on potential impact and severity of a crisis:

Code Color	Level	Description
Green Code	Regional	A critical event that has a slight impact on the company and can be eliminated using specially pre-scheduled actions (according to the documents of the company).
Yellow Code	Regional	A critical event that has an average degree of impact on the company and can be eliminated at the company level using special action plans for crisis situations.

Code Color	Level	Description
Red Code	Regional	A critical event that can affect the company significantly and that requires development of a special strategy at the company level.

A code is assigned based on the impact matrix. A decision is made by the Crisis Evaluation Committee and approved by the General Director.

A notification of pre-crisis situation is carried out through an informational message sent to:

- General Director;
- Crisis Evaluation Committee;
- Territorial Referents and Business Line Referents.

The procedure and plan for responding to critical events are communicated regularly to the employees of the power plants and contractors' employees during scheduled trainings, briefings and drills.

According to the requirements of Federal Law of the Russian Federation dated 21.12.1994 No. 68-FZ On Population and Territories Protection against Natural and Man-caused Emergency Situations, Decree of the Government of the Russian Federation dated 30.12.2003 No. 794 "On the unified state system for prevention and elimination of emergencies", the commissions were set up at the power plants to prevent emergencies and ensure fire safety; they are a part of the facility of the unified state system for prevention and elimination of emergencies.

In accordance with Article 37 of Federal Law dated 21.12.1994 No. 69-FZ On Fire Safety and Article 97 of Federal Law dated 22.07.2008 No. 123-FZ Technical Regulation on Fire safety, the company has a Fire Safety Unit at its power plants.

The company pays special attention to fire safety trainings for its employees.

Accident Management Approach

In order to maintain the high level of readiness for localization and liquidation of an accident, hazardous production facilities of the company have material, engineering and financial reserves, and contracts signed with professional rescue teams providing services for hazardous production facilities of PJSC Enel Russia. All hazardous production facilities of the company have duly approved Accident Localization and Management Plans (ALMP), as required by the industrial safety regulations. Staff of the power plants involved in operation of hazardous production facilities undergo accident prevention trainings with accident scenarios for various engineering devices.

At the power plants of the company in accordance with Decree of the Government of the Russian Federation No. 613 dated 21.08.2000 to prevent and eliminate the consequences of oil spills and to protect population and environment from their harmful effects, the oil spill response plan (OSRP) are developed. They are developed in accordance with applicable regulatory legal acts with regard to the maximum possible amount of spilled oil and petrochemicals, authorized by Rostekhnadzor and approved by the territorial body of EMERCOM of Russia.

In order to work out OSRP, comprehensive training or drills are held at the federal and regional levels at least every 2 years.

In case of emergency situations that entail a complete termination of generation of electric power and heat power, the power plants of Enel Russia being the facilities of the operating and dispatch control management of the Unified Energy System of Russia act in accordance with the requirements to electricity systems reliability, power industry reliability and safety (The Rules for Preventing the Development and Elimination of Violations in the Normal Mode of the Electrical Part at Power Systems).

These rules were approved by Order of the Ministry of Energy of the Russian Federation dated 12.07.2018 No. 548 pursuant to clause 2 of Article 28 of Federal Law No. 35-FZ dated 26.03.2003 On Power Industry, and clause 1 of Decree of the Government of the Russian Federation No. 244 dated 02.03.2017 "On improvement of the requirements to provision of reliability and safety of power systems and power facilities and amendments in some regulations of the Government of the Russian Federation.

The Rules for Preventing the Development and Elimination of Violations in the Normal Mode of the Electrical Part at Power Systems establish the procedure of organization and prevention of development and elimination of normal mode violations of the electric part of the Unified Energy System of Russia and any process faults in power grids, power facilities (including the power plants of Enel Russia); set forth the procedure for dispatch staff of organizations in charge of operational dispatch management in power industry as well as of operating staff of power facilities (including the power plants of Enel Russia) and

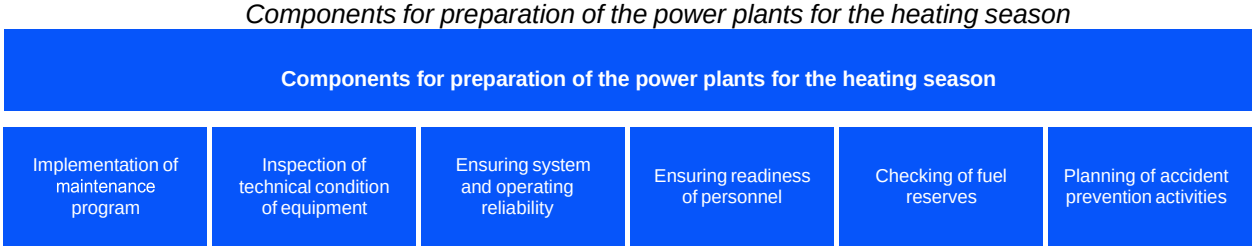
consumers of electricity in order to prevent development and eliminate normal mode violations of the electric part of power systems.

Connection of generating equipment to the grid and restoration of power supply is carried out within the shortest possible period as instructed by dispatchers of the System Operator of the Unified Energy System. Operators of the company's power plants follow the instruction "Diagrams of energizing the bus from an external power source for start of own electric drives and turbine units after the severest violations of the normal mode with partial or complete energy system shutdown" developed by the System Operator of the Unified Energy System for each power plant of Enel Russia, on the basis of the "guidelines for development of power diagrams for own needs of thermal power plants during severest violations in the operation of electricity systems associated with complete shutdown of power plant equipment and no voltage for own needs".

Ensuring readiness of power plants during a heating season

On November 5, 2020 the company received the Certificate of readiness to operate during 2020 - 2021 heating season. We performed comprehensive assessment of the power plants of the company in accordance with the new Procedure for calculation of the Index of readiness of power plants for operation during a heating season, approved by the Ministry of Energy of the Russian Federation. According to this Procedure, each power plant was subject to evaluation of the readiness for a heating season based on the company's data within the scope of industry reporting, as well as data provided by the System Operator and Rostekhnadzor.

Components for preparation of the power plants for the heating season

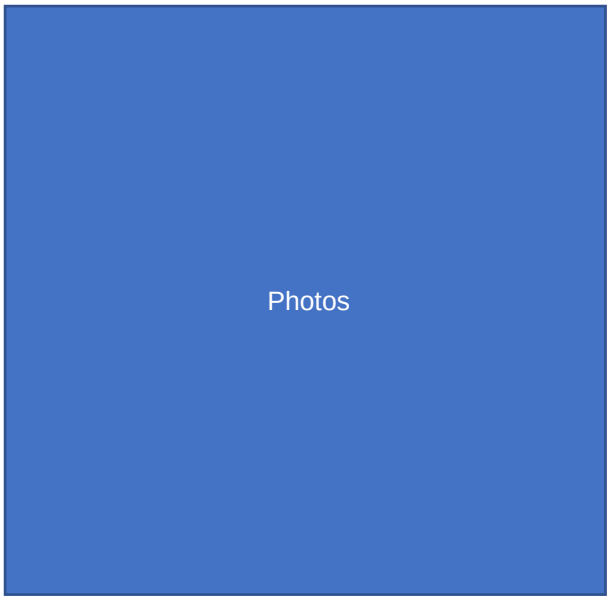


The company's power plants developed and implemented a package of measures aimed at ensuring system reliability and process safety during peak loads and at low outdoor temperatures. During the preparation scheduled maintenance, maintenance of buildings and structures are performed, the package of works on check and adjustment of heating systems of buildings, insulation and repair of glazing is performed, the reserve of main, backup and ignition fuel is formed, the emergency reserve of spare parts and materials is completed.

During preparation for the heating season we delivered additional checks in terms of compliance with occupational health, safety and fire safety. In the course of special emergency training with involvement of EMERCOM specialists and medical personnel the actions for correct response of personnel in emergency situations and at low temperatures were practiced on a quarterly basis. Provision of personnel with special clothing, special footwear and required personal protection equipment was checked at all power plants.

Responsible Attitude to the Environment

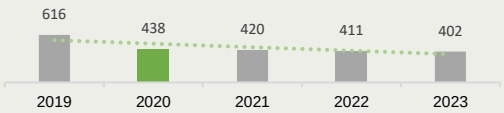
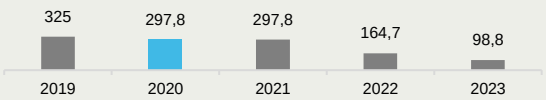
103-1,103-2,103-3



"Care for environment, responsible attitude towards environment, ensuring compliance with the environmental standards and requirements of the environment protection legislation, taking the necessary measures in response to the climatic crisis are the most important priorities of Enel Russia. In the reporting year, we released three policies in environment, which enhanced our managerial approaches once again emphasizing our commitment to the environment in the regions of our presence. In 2020, we paid special attention to waste management projects by increasing the quantity of waste delivered for disposal, and also switched to an automated system of internal waste accounting reporting, which considerably increased accuracy and quality of the disclosed information".

Kseniya Sverkunova
Head of the Environment Group

Material topic	• **COMPLIANCE WITH ENVIRONMENTAL STANDARDS AND ENVIRONMENTAL MANAGEMENT** • **DECARBONIZING THE FUEL BALANCE**
Results 2020	• In 2020, direct emissions of greenhouse gases generally decreased **2.4 times across the company** (by 13.4 mln tons of CO2 equivalent). • Gross emissions of the regulated pollutants decreased **8.4 times** (by 185 ths tons or by 92%, including emissions of particulate matter - by 99.9%, SO2 - by 99.7 %, NOx - by 80%.*)

	Goals and initiatives in the dynamics up to 2023		**SDG**
	CO2 emission intensity (g/kW-h)		
COVID NEW	Reduction of specific consumption water (m3/kW-h)		
COVID	Reduction of use volumes of one-time plastic (kg of single use plastic)		

**The cause of decrease is the exit of Enel Russia from the coal generation*

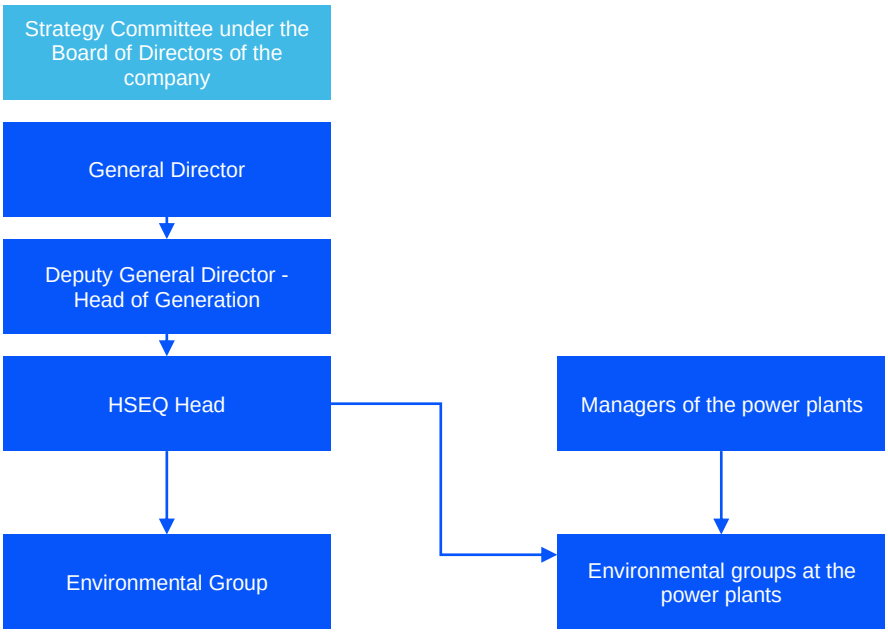
Approach to management and the environmental strategy of Enel Russia

103-1,103-2,103-3

We strive to reduce the negative impact on the environment paying special attention to the issues of reducing emissions into the air, preserving biological diversity and rational use of natural resources, primarily optimizing water consumption to meet the production needs, and introducing the principles of a

circular economy in addressing issues of industrial and consumer waste management. The proper level of compliance with the environmental standards and responsible environmental management allows us to consistently reduce risks and achieve maximum operational efficiency. We invest in new technologies, cooperate with start-ups and look for innovative solutions to improve environmental sustainability and safety.

Control system



Responsibility for implementation of the environmental strategy and environmental protection management is assigned to the directors of the power plants of the company. Monitoring and ensuring compliance with the environmental standards is in the area of responsibility of the Environmental Group of the Headquarters and the environment groups of the power plants. The Head of the Headquarters defines the work strategy of the Environmental Safety Group and the Environmental Groups of power plants and is responsible for achieving environmental goals.

HSEQ Head ensures the functional interaction of all units of the company on the HSEQ issues; determines the main activity areas of the Environmental Group of the Headquarters and the power plant environment groups; ensures maintenance of the functioning of the integrated management system in accordance with international standards and the world best practices.

The Environmental Group of the Headquarters ensures timely preparation of corporate and state environmental reports with the established frequency; monitors the availability of current environmental permits; arranges and accompanies the revision, adjustment, obtaining of new permits concerning environmental issues; constantly monitors changes in the environmental legislation, conducts assessments of environmental activities of the power plant and the company as a whole; plans and organizes the implementation of specific actions aimed at ensuring compliance with the legal requirements, amended or newly introduced. Enabling the functioning of the integrated management system in terms of the environmental management system in accordance with ISO 14001-2015 is the main toolkit of the Environmental Group of the Headquarters to ensure the solution of the environmental problems in compliance with the international principles and best practices.

The Environmental Group of the Headquarters maintains constant interaction with all the units of the company when planning and implementing projects in the key areas in the field of environment. It is involved in the strategic planning of the company's activities on the key production issues, plans for the development and modernization of the generating equipment to ensure compliance with environmental requirements, best practices and the Sustainable Development Goals, and cooperates with specialized organizations, industrial associations, federal and regional government bodies and the local community in order to ensure a constructive dialog with all stakeholders on the environmental issues.

The assessment of the management approach in environment is carried out within the framework of the annual meeting of the management on the analysis of the integrated management system for health, safety, environment, quality and energy efficiency. Assessment of the results of 2020 is scheduled for April 2021.

We ensure the functioning of the Integrated Management System in the field of quality, labor protection, environment and energy efficiency. The integrated HSEQ policy consolidates our commitment to

continuous improvement of environmental performance, reduction of negative impact on the environment and compliance with the requirements of Russian and international standards.

The main documents governing the environmental strategy and environmental management include:

- Integrated Policy in Quality, Health, Safety, Environment, and Energy Efficiency
- Environmental Policy of Enel Russia
- Biodiversity Policy
- Stop (suspension) Work Policy
- Single Use Plastic Refuse Policy
- Regulations on interaction with contractors in the field of HSEQ
- Procedure "Supplier Environmental Assessment"
- HSEQ Integrated Management System Manual that describes the main elements of integrated management system including environmental management

Integrated Policy in Quality, Health, Safety, Environment, and Energy Efficiency https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/quality/Quality,%20Health,%20Safety,%20Environment%20and%20Energy%20E%20fficiency%20Integrated%20Policy%20of%20PJSC%20Enel%20Russia.pdf	Environmental Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/Environmental%20policy.pdf	Biodiversity Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/Biodiversity%20policy_poster%20A3.pdf	Single Use Plastic Refuse Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/Zero_single_Use_Plastic_Policy.pdf

In 2020, we adopted the Environmental Policy, the Biodiversity Policy, and the Policy to cut down on single use plastics. The full texts of these policies are posted on the official website of the company in Russian and English and are available to all interested parties.

The strategically important documents adopted in 2020 are intended to build a goal-setting system for all environmental aspects of the company's activities, the effective management of which will ensure the achievement of the company's goals in the field of sustainable development.

Since 2020, a supplier environmental assessment procedure has been introduced, which provides for an assessment of the environmental performance of the suppliers and adoption of necessary remedial measures and change management in relation to suppliers at all stages of interaction (supplier qualification, procurement, contract execution, see Sustainable Supply Chain for details).

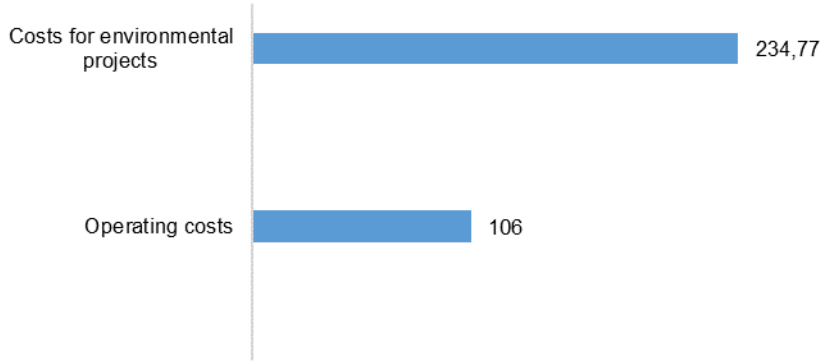
Enel Russia strives to maintain positive and constructive relationships with stakeholders: government agencies, environmental organizations and public. Written and verbal complaints from stakeholders regarding water intake and other environmental issues are subject to registration and internal investigation. For each complaint, feedback is provided mandatory to the person that lodged complaint.

In 2020, the company received no complaints from stakeholders regarding environmental issues.

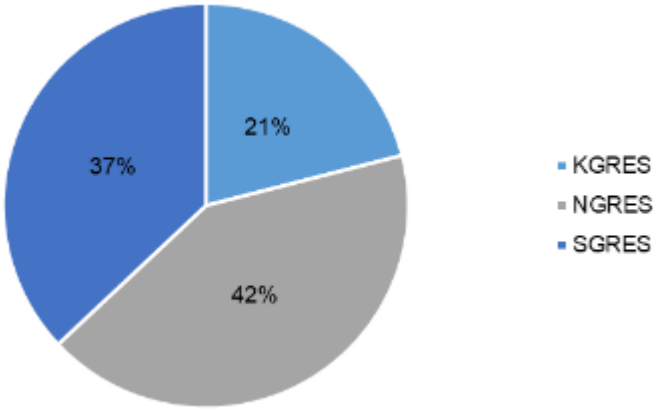
Expenses on environmental projects and initiatives

In 2020, the costs of operating (current) costs and costs for environmental projects (capital costs) amounted to RUB 340.77 million. The main share in the structure of costs for environmental projects in 2020 falls on construction of a wastewater collection and treatment system at Sredneuralskaya GRES and amounts to 96%.

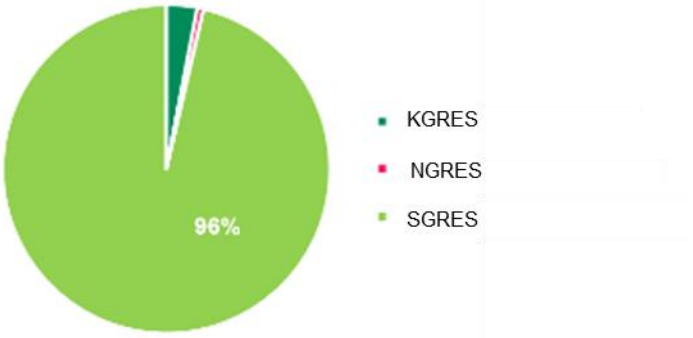
Environmental costs in 2020, total for the company, mln RUB



Allocation of operating (current) costs by the power plants of the company, %



Allocation of capital costs for environmental projects by power plants of the company, %



Payment for negative environmental impact

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payment for the negative environmental impact as a whole for the company amounted to RUB 7.743 mln. Payment for discharges of pollutants into water bodies amounted to 54% of the total payments, including RUB 4.1 mln - overlimit payment for discharge into water bodies at the outlets of Sredneuralskaya GRES. Information on measures taken to improve the efficiency of water consumption is given in the Water Resources section.

Compared to 2019, due to the deconsolidation of Reftinskaya GRES, the payment for the negative impact on the environment has decreased 10 times.

Detailed data on payments for negative impact on the environment by power plants is presented in the annex (see section "Environmental indicators").

Environmental Legislation Compliance and Environmental Reporting

Assessment of compliance with the environmental standards and requirements of environmental legislation, monitoring and assessment of compliance with newly adopted regulatory legal acts,

participation in the consideration and analysis of legislative and other regulatory initiatives of state authorities are an integral part of the activities of the Environmental Group of the Headquarters and environment groups of the power plants carried out on a permanent basis. The analysis of the current situation and the development of solutions on issues requiring improvement are carried out weekly at teleconference meetings of the Environmental Group of the Headquarters and the environment groups of the power plants. The results of internal audits, audits of public authorities, external and internal environmental audits (including periodic audits in the field of compliance with environmental legislation, carried out by the company's internal audit department) are the basis for the formation of strategies and action plans covering all the aspects on environmental activities.

In 2020, special attention was paid to changes in the legislation in connection with the COVID-19 pandemic, as well as regulatory legal acts adopted within the framework of the “regulatory guillotine”. [13]

In accordance with the specifics of the implementation of state control (supervision) in 2020, municipal control, approved by Decree of the Government of the Russian Federation of 03.04.2020 No. 438, during the COVID-19 period, the company took advantage of the postponement of the deadlines for fulfilling certain orders of state supervision bodies (Federal Service for Supervision of Natural Resource Usage, Russian Federal Fishery Agency), and also in accordance with Decree of the Government of the Russian Federation of 03.04.2020 No. 440 - the validity of certain permits was extended (contracts and decisions on water use, permits for emissions, conclusions of the state environmental expert review). The decisions made during the COVID-19 period enabled to concentrate the efforts of the environment groups on supporting the labor protection units of the power plants including in terms of ensuring personnel segregation, organizing testing, vaccination, monitoring compliance with anti-epidemiological safety measures by station personnel and contractors. During the COVID-19 period, a separate collection of PPE waste was organized at all power plants (individual masks, gloves, etc.) in order to reduce the risks of infection spread, and it was arranged to send these types of waste exclusively for incineration by specialized organizations.

During 2020, the Environmental Group of the Headquarters monitored the decisions made within the framework of the “regulatory guillotine” and brought them to the attention of the power plants to ensure the company's timely transition to the requirements of new regulatory legal acts in the field of environmental protection. This work will continue in 2021.

Special attention was paid to the adoption and implementation of the provisions of Federal Law of 13.07.2020 No. 207-FZ "On Amendments to Article 46 of the Federal Law "On Environmental Protection” and individual Legislative Acts of the Russian Federation", aimed at improving state regulatory measures in terms of preventing and elimination of oil and petroleum product spills. The company also participated in discussions of the draft law "On Limiting Greenhouse Gas Emissions" and technological indicators of the best available technologies (BAT) for fuel combustion at large power generation plants, the establishment of which is a prerequisite for the preparation of materials for an integrated environmental permit as part of the transition to a new environmental regulation system.

The company takes special care to timely preparation and submission of state and corporate environmental reports. In 2020, we prepared over 70 mandatory environmental reports. All reports were submitted in full and on time.

In 2020, the implementation of the projects for digitalization of the environmental reporting continued. For preparation of corporate reporting, a special global platform was developed that allows consolidating information on environmental performance and generating reports. In addition, with the help of IT platforms in 2019, we automated the calculation of pollutant emissions from Nevinnomysskaya GRES, in 2020 we organized this approach for Konakovskaya GRES and Sredneuralskaya GRES. We calculate, aggregate and analyze emission data for each unit and station using this platform on a monthly basis. The capabilities of the platform also allow consolidating and analyzing information of waste generation, water consumption, wastewater disposal and others.

Conducting of environmental audits

The company annually undergoes internal and external audits of the environmental management system, environmental audits conducted by the internal audit department, audits carried out by the environmental department of the Headquarters. In addition, the company's facilities are subject to inspections by state supervisory authorities in the field of environmental protection. Thus, 2 inspections of Russian Service for Supervision of Natural Resource Usage and its territorial bodies were carried out in 2020. Detailed information is available in the Annex, Environmental Indicators section.

[13] https://www.economy.gov.ru/material/directions/gosudarstvennoe_upravlenie/mehanizm_regulyatornoy_gilotiny/ https://knd.ac.gov.ru/about/

In order to comply with the requirements of environmental legislation and organize the rational use of natural resources, we annually update the list of priority projects for implementation at power plants, track progress on them and adjust goals.

Projects to improve the level environmental legislation compliance

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Power plant	Project	Deadlines	Progress in 2020	Plans for future periods
Konakovskaya GRES	Liquidation of sludge pond	2016–2021	In progress. Works on planning maps No. 1, 2, 3 are in progress. Asphalt screen of map No.4 was disassembled.	Implementation of work schedule of sludge pond elimination. The project completion date is 2021.
	Reducing the volume of the Volga river water use	2020–2021	Development of a project for installation of a circulating water metering unit. Four heating channels were examined, the channels were cleaned from sediments and shell rock. A project for the installation of commercial metering units was developed and approved	Implementation of the project for the installation of a circulating water metering unit.
	Zero cases of oil products entering the soil and groundwater	2020	A comprehensive survey was completed for emergency oil drain tanks from transformers	Control according to the schedules of the industrial site bypass
Nevinnomysskaya GRES	Introduction of a fish protection device at the water intake, ensuring the efficiency of the fish protection device of at least 70%	2019–2022	The project has been developed. Modules of fish protection devices were manufactured and delivered.	Performance of construction and installation works. Efficiency evaluation.
	Accounting of water resource consumption volume at the Cooling Water Intake Facility by the meter park	2020–2021	The device has been delivered, the project for the installation of metering devices has been developed	Construction and installation works.
	Installation of silencers on exhaust pipelines, main safety valves of boilers No. 4, 5, 5-АГПК ТГМ-96 not to exceed the equivalent noise level at the border of the sanitary protection zone of the main industrial site.	2019–2020	The work on the main safety valves of boilers No. 4, 5, 5-A has been completed	The project has been completed.
	Reducing the volume of waste generation of the 1st hazard class - mercury lamps	2020	Replacement of the mercury lamps with LED lamps. The work was carried out in 5 structural units and workshops	The project has been completed.
Sredneuralskaya GRES	Construction of wastewater collection and treatment systems. Elimination of wastewater discharge through outlet No. 9.	2017–2022	Integrated tests of wastewater collection and treatment system equipment were completed, put into pilot operation, the treated wastewater was directed to the recycling water supply system. Detailed design documentation has been developed. 60% of the equipment has been delivered. Contracts have been concluded for the performance of construction and installation works. The automation of technological processes of the wastewater collection and treatment system was put into full-scale operation.	Performance of works on construction of treatment facilities in accordance with the work schedule.
	Non-exceeding of the water temperature of 28°C in the control section of the discharge channel during the summer period.	2020	Corrective measures have been taken in accordance with the Operational Instruction "Guidelines for Monitoring and Maintaining the Water Temperature in the Control Section of the Discharge Channel"	Performance of daily temperature monitoring of wastewater in accordance with the Operational Instruction "Guidelines for monitoring and maintaining the water temperature in the control section of the discharge channel"
	Elimination of the negative impact on the environment of the waste disposal facility - fuel oil handling sludge pond	2020–2022	A contract for pipeline design was concluded with Joint Stock Company PEC UralTEP. An operating instruction was developed and approved "Organization of control over the impact of sludge ponds on environment".	Design of the pipeline of wastewater from the fuel oil plant to the treatment facilities under construction.

Inspections by state authorities for compliance with the environmental protection legislation in the company in 2020

Inspection organizer	Inspection purpose	Result
Ural interregional administration of Federal Service for Supervision of Natural Resource Usage	Unscheduled documentary checking of information stated in the Application of PJSC Enel Russia for re-registration of the waste handling license	No violations were found. License of PJSC Enel Russia No. (66)-660007-P was re-registered in connection with places where the licensed activity is carried out with respect to exclusion of OPO of Reftinskaya GRES
Rosprirodnadzor	Inspection of compliance with the environmental protection requirements	Inspection was not completed before the end of 2020. Planned completion date of inspection is January 19, 2021 (The results will be disclosed in the annual report for 2021)

Environmental management

Greenhouse gas emissions

305-1 **305-4**

The climate change is the main global challenge of the 21st century, the response to which calls for active participation of all the stakeholders. In order to combat the climate change and its negative aftermath, 197 countries adopted the Paris Agreement on December 12, 2015. This agreement that entered into force in less than a year after adoption was aimed at a considerable reduction of global emissions of greenhouse gas and limitation of global temperature rise in this century to 2 degrees Celsius with simultaneous search for means for even greater limitation of this temperature rise to 1.5 degrees.

In 2016, Russia signed the Paris Agreement, announcing its first Nationally Determined Contribution (NDC) as part of its implementation. By Decree of the Government of the Russian Federation of 21.09.2019 No. 1228 "On the adoption of the Paris Agreement", obligations were assumed to implement the mechanisms of the Paris Agreement. In 2020, by the Decree of the President of the Russian Federation of 04.11.2020 N 666 "On the reduction of greenhouse gas emissions" for the Russian Federation to implement the Paris Agreement, the goal was set to ensure by 2030 the reduction of greenhouse gas emissions by up to 70 percent compared to the 1990 level, taking into account the maximum possible absorbing capacity forests and other ecosystems and subject to sustainable and balanced socio-economic development of the Russian Federation.

By order of the Government of the Russian Federation of 09.06.2020 No. 1523-p, the Energy Strategy of the Russian Federation for the period up to 2035 was approved, which took into account strategic guidelines for reducing greenhouse gas emissions. Market mechanisms for handling carbon credits are being developed.

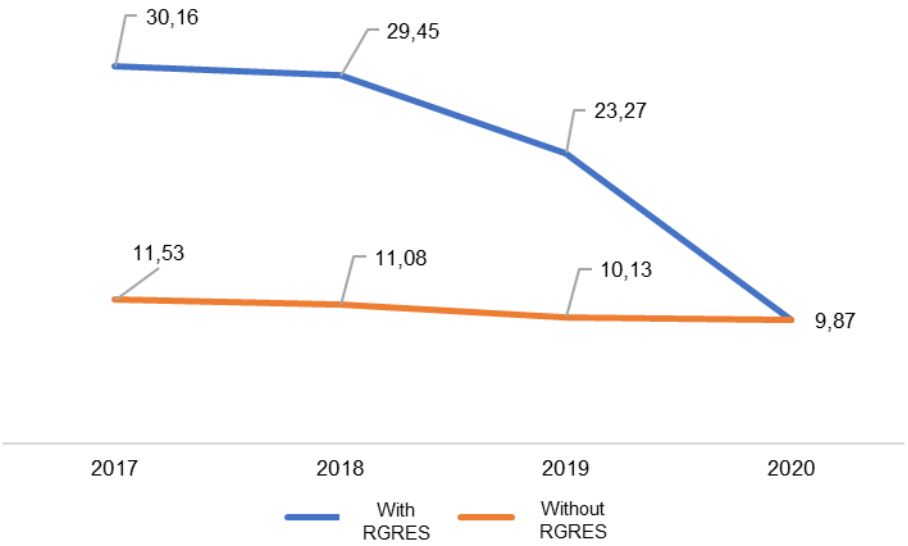
Following global, national and corporate priorities, we are participating in the development of scenarios for reducing greenhouse gas emissions, which will become a part of the consolidated business model of the Enel Group in accordance with the goals of the Paris Climate Agreement 2015 and the United Nations to limit the rise in global temperatures by 1.5°C, as well as a complete refusal from greenhouse gas emissions by 2050.

The company follows the trends and changes in the energy sector, in connection with which its effort is as follows:

One of the key factors in reducing emissions in the company is the technological factor - the modernization of the generating equipment, the transition to an efficient combined cycle gas cycle.

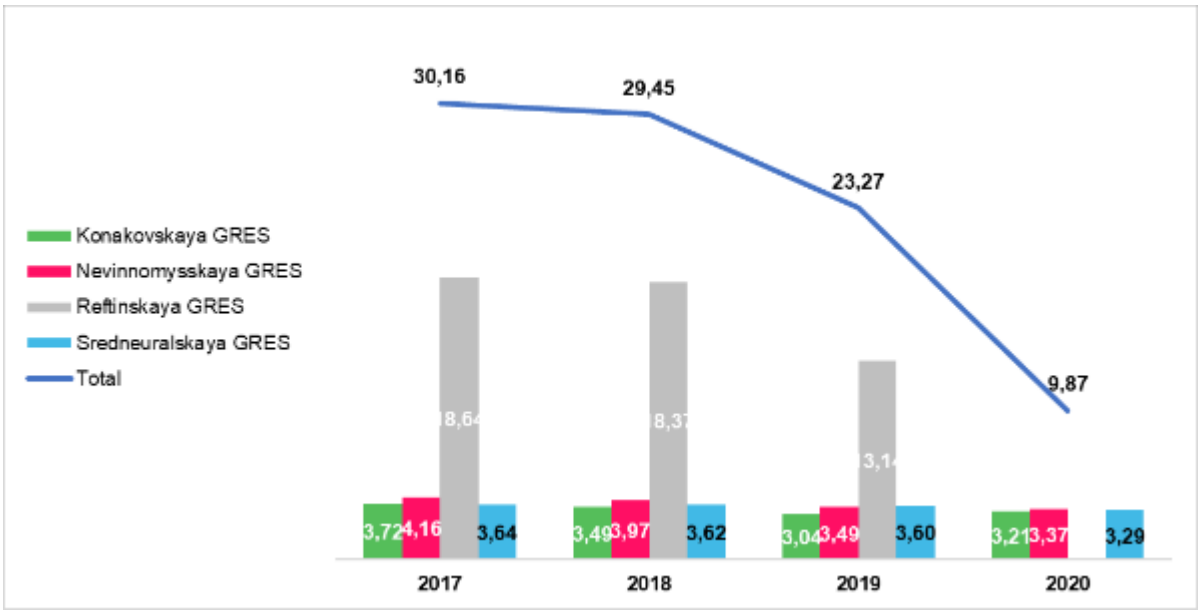
Our company, following the path of energy transformation - decarbonization, closed the deal on the sale of the property of Reftinskaya GRES from October 1, 2019 (see more in the Exiting Coal Generation section), which had a significant impact on reducing the total volume of greenhouse gas emissions.

The dynamics of reducing greenhouse gas emissions with/without coal-fired generation, mln tons of CO_2 equivalent.



In order to manage our impact and minimize negative factors, all the power plants of our company are continuously working to collect and analyze greenhouse gas metering data. Total greenhouse gas emissions (Scope 1) amounted to 9.9 million tons of CO2 equivalent in 2020. Compared to 2019, direct greenhouse gas emissions in the reporting year decreased 2.4 times (by 13.4 million tons of CO2 equivalent), which is explained by the exit from coal generation, as well as a decrease in the total productive supply of power and heat at three power plants of the company in 2020 compared to 2019 by 7%.

*Direct greenhouse gas emissions (Scope 1) *, mln tons of CO_2 equivalent.*

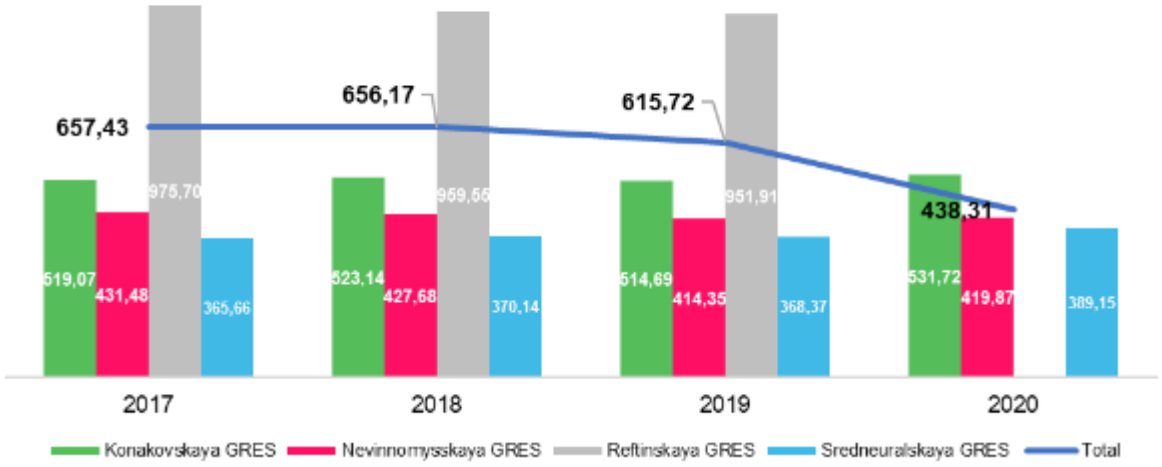


** Indicator of direct greenhouse gas emissions calculated according to the methodology of Enel Group. The calculation includes the following types of greenhouse gases: CO_2.*

The indicator of specific greenhouse gas emissions is calculated as the ratio of the volume of greenhouse gases to the total productive supply of power and heat, as an equivalent of electricity. For planning, we use the internal methodology of Enel Group to calculate the volume of greenhouse gases. (see details in Annexes, Environmental indicators). To calculate the target specific emissions, we also took into account the planned production of wind power.

In 2020, the indicator of specific greenhouse gas emissions decreased by 29% and amounted to 438 grams of CO_2 equivalent/kWh.

Specific greenhouse gas emissions, Grams of CO_2 equivalent/kWh*



**Indicator of specific greenhouse gas emissions is calculated according to the methodology of Enel Group. The calculation includes the following types of greenhouse gases: CO_2.*

The Sustainable Development Goal 13 underlines the need to take urgent action to combat climate change and its aftermath. Seeking to achieve goals and objectives for global benchmarks, our company has developed and approved the Sustainable Development Plan 2021-2023. We intend to gradually reduce the indicator for specific greenhouse gas emissions and reach the value of 346 CO2 equivalent/kWh by 2023. This goal will be achieved through commissioning of renewable energy facilities and implementation of plans to upgrade the existing thermal generation equipment.

Pollutant emissions

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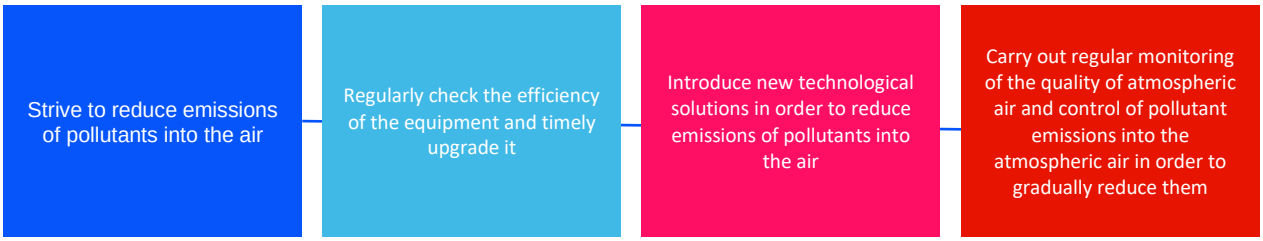
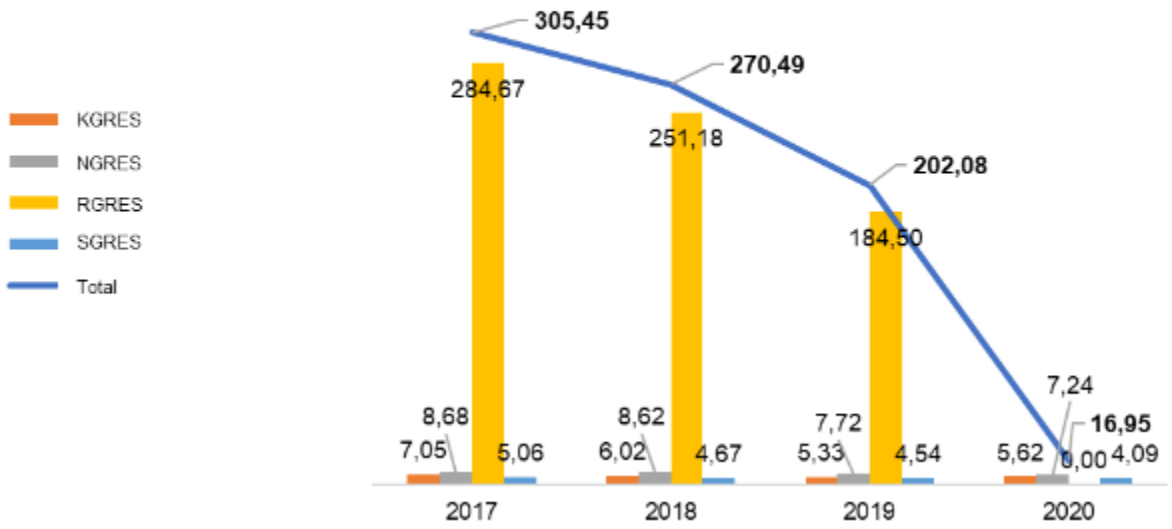
Air quality control in the regions of the company's presence is one of the main tasks aimed at achieving the strategic goal of the Environmental Policy adopted in 2020. We recognize our responsibility to manage the emissions of air pollutants resulting from our business. Our commitment:



As a result of the exit from coal generation, the total emissions of pollutants into the atmosphere, including NOx, SOx, volatile organic compounds (VOCs), hazardous air pollutants, particulate matters (PM), carbon monoxide, in the company decreased by 185 thousand tons or by 92% , including emissions of particulate matter - by 99.9%, SO2 - by 99.7%, NOx - by 80%. Reduction of gross emissions into the atmosphere from the operating power plants of the company is connected with reduction of the total productive supply of power and heat in 2020 by 7% compared to 2019.

Emissions of pollutants broken down by the power plants, thousand tons



Emissions of pollutants broken down by the type, thousand tons

	2017	2018	2019	2020
Gross emissions, including:	305.45	270.49	202.08	16.95
NOx	91.76	89.95	67.33	13.25
SOx	141.62	133.34	99.37	0.25
Volatile organic compounds (VOC)	0.06	0.07	0.06	0.03
Hazardous air pollutants*	0.0003	0.0003	0.0002	0, 00015
Particulate matter (PM)	66.72	41.60	30.53	0.01
Carbon oxide	4.17	4.43	3.93	3.19
Other pollutants	1.13	1.11	0.86	0.22

** Manganese, mercury, gazoline*

During the reporting period, emissions of harmful pollutants were carried out within the limits of the maximum permissible emissions for all the power plants, which is confirmed by the data of industrial environmental control in 2020. Measurement of emissions was carried out using calculation and instrumental control methods, including using the on-line monitoring system of emissions at Nevinnomysskaya GRES on the equipment of units No. 6, 7, 8 and 410 MW CCGT.

Detailed data on emissions of pollutants by type and by power plant are presented in the annex. (see section "Environmental indicators).

In addition to the implementation of the plans for decarbonization, our company plans measures to upgrade the existing equipment, which contain a number of initiatives to reduce pollutant emissions and projects to participate in the program for the modernization of the generating equipment for the thermal power plants (COMMod), which allows us to re-equip the most demanded generating capacities of the company through the best available technology and best international practice.

In 2020, the SP8 project was completed - the modernization of the CCGT unit at Nevinnomysskaya GRES, within the framework of which the gas turbine was upgraded with an increase in the total capacity from 410 to 415 MW, including the subsequent increase in the steam turbine capacity.

In 2020, as part of the won tender, PJSC Enel Russia began the implementation of the project for technical refurbishment of the R-50-130-1 turbine unit No. 4 (TG4) with partial replacement of the main elements of boiler unit No. 5 of Nevinnomysskaya GRES power plant. In the future, the company plans to implement the following investment projects:

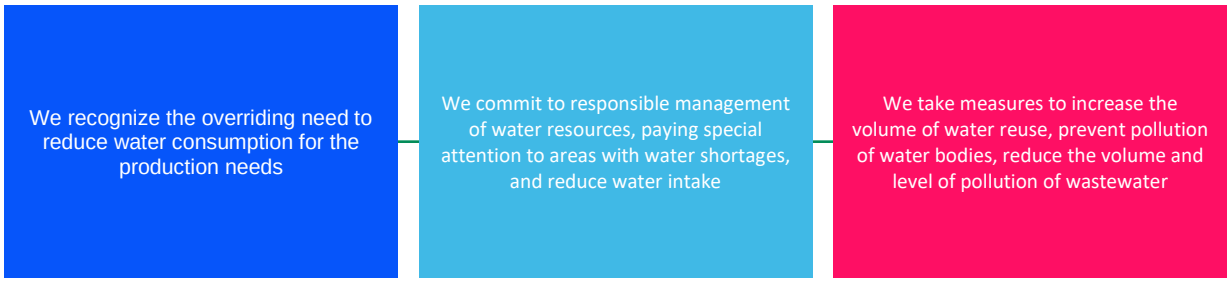
- Technical refurbishment of boiler No. 4 at Nevinnomysskaya GRES;
- Technical refurbishment of turbine No. 7 at Sredneuralskaya GRES;
- Technical refurbishment of turbine No. 6 with partial replacement of boiler No. 9 at Sredneuralskaya GRES.

In order to ensure the timely receipt of permits in the reporting year, activities were initiated to take inventory of emission sources and obtain a new permit for emissions for the power plant of Sredneuralskaya GRES. Work has been started to prepare an integrated environmental permit at Nevinnomysskaya GRES power plant, which is included in the List of the first three hundred facilities of the negative environmental impact (order of the Ministry of Natural Resources of the Russian Federation dated April 18, 2018 No. 154), which, in accordance with Federal Law No. 219-FZ dated July 21, 2014 (rev. of July 26, 2019) "On Amendments to the Federal Law" On Environmental Protection" and Individual Legislative Acts of the Russian Federation", shall obtain an integrated environmental permit by December 31, 2022.

Water resources

303-1 303-2 303-3 303-4 303-5

Responsible use of natural resources is one of the main tasks aimed at achieving the strategic goal of the Environmental Policy adopted in 2020. The company recognizes responsibility for the rational use of raw materials, supplies, natural resources at all stages of its activity.



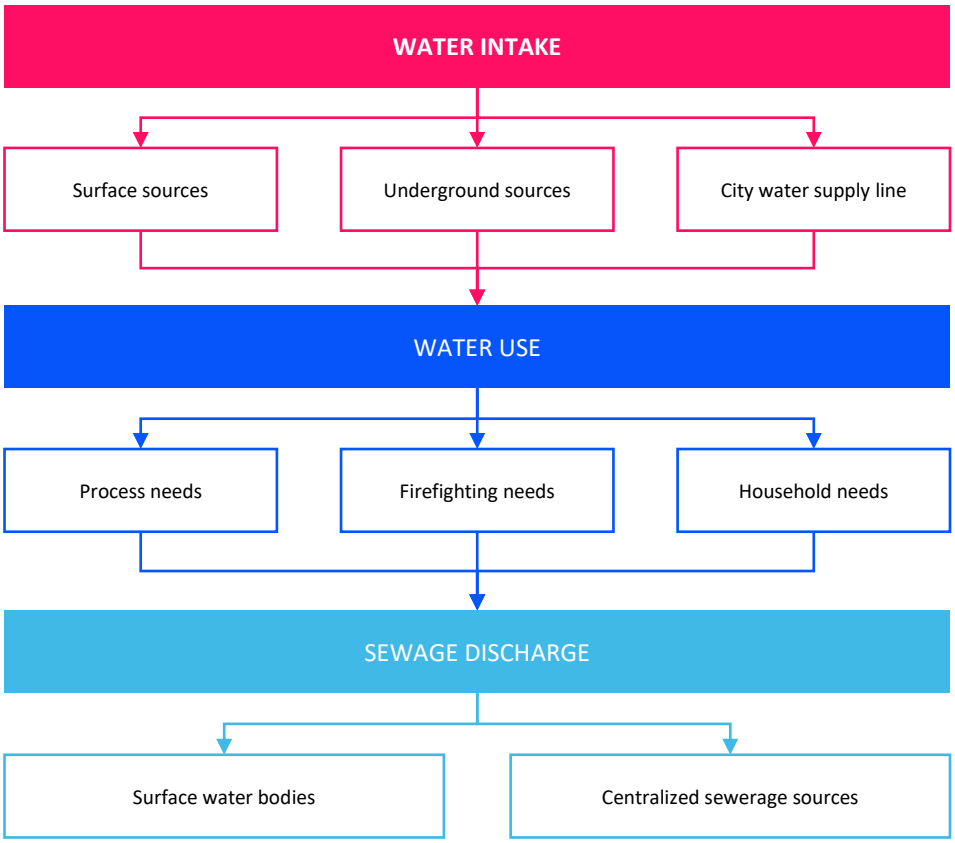
Water consumption

The company provides control over compliance with the regulations established in the relevant permits of the power plants. We regularly monitor the volume of water consumption at all water intakes. The main water intakes are equipped with commercial water metering devices. At water intakes that are not equipped with meters, the volumes of water consumption are determined by a calculation method based on the norms of water consumption.

In the reporting period, water consumption at all the power plants of the company was within the established standards.

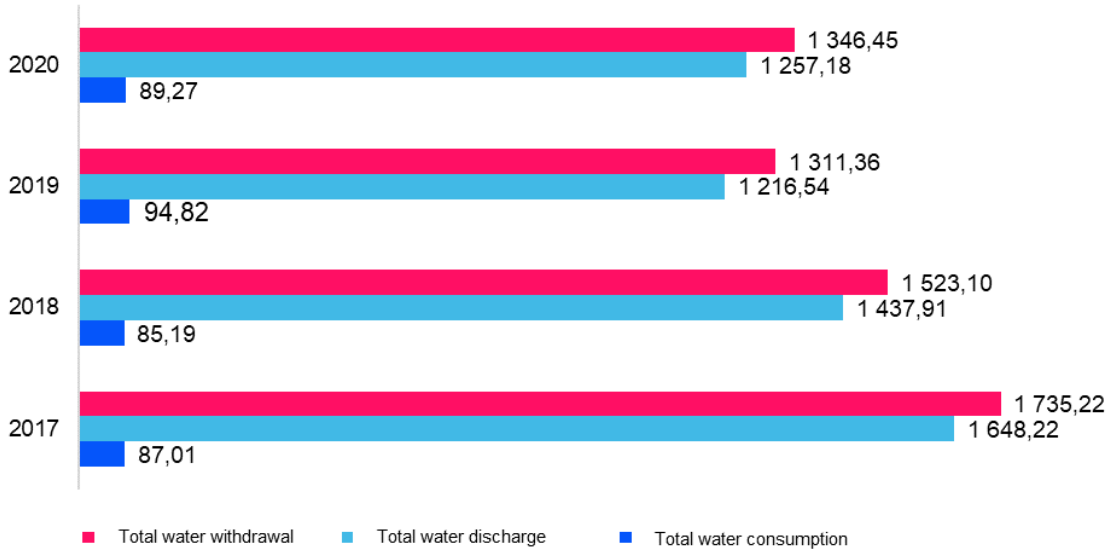
The main type of water intake for the electricity generation process is water intake from surface water bodies. The company also takes water from underground sources. The water use circuit is given below and represents the types of water intake sources, purposes of use and discharge methods.

Water consumption system of Enel Russia



In the reporting year, the total volume of withdrawn water increased by 3%. The largest contribution to the company's water consumption is made by power plants with a direct-flow water supply system: Konakovskaya GRES and Nevinnomysskaya GRES. At Konakovskaya GRES, an increase in the volume of water intake by 5% is associated with an increase in the number of hours of equipment operation. Also, in 2020, Konakovskaya GRES had 10 more equipment launches than in 2019, which also affected the volume of water consumption. At Nevinnomysskaya GRES in 2020, water was withdrawn by 0.5% more than in 2019, with a decrease in the total productive supply of power and heat by 4%. This is due to the fact that the back-pressure turbine without condenser No. 4 operating without water intake was under reconstruction in 2020, which led to a decrease in the output share of the TG-4 turbine generator in the power generation of a part of the combined heat and power plant (CHPP). For the period of the Turbine No. 4 reconstruction, it is replaced with a turbine with condenser No.3, which withdraws water.

Water use, million m³



Irrevocable water consumption in 2020 decreased by 6%, which is explained by the implementation of measures aimed at optimizing water consumption, which are presented in the section "Selected Projects and Initiatives of PJSC Enel Russia in the Field of Water Consumption and Wastewater Disposal", with increased general discharge connected with the water volumes taken in 2020.

Wastewater disposal

The power plants of the company discharge waste waters in accordance with applicable laws and timely obtained permitting documentation.

The main volume of water discharged by the power plants is partially clean (99.7%). The wastewater to be treated is treated by mechanical and physicochemical methods before being discharged. Used water is directed through waste channels to the water bodies. Household wastewater is sent for treatment to third-party organizations, mainly water utilities.

Total wastewater broken down by treatment method, million m³

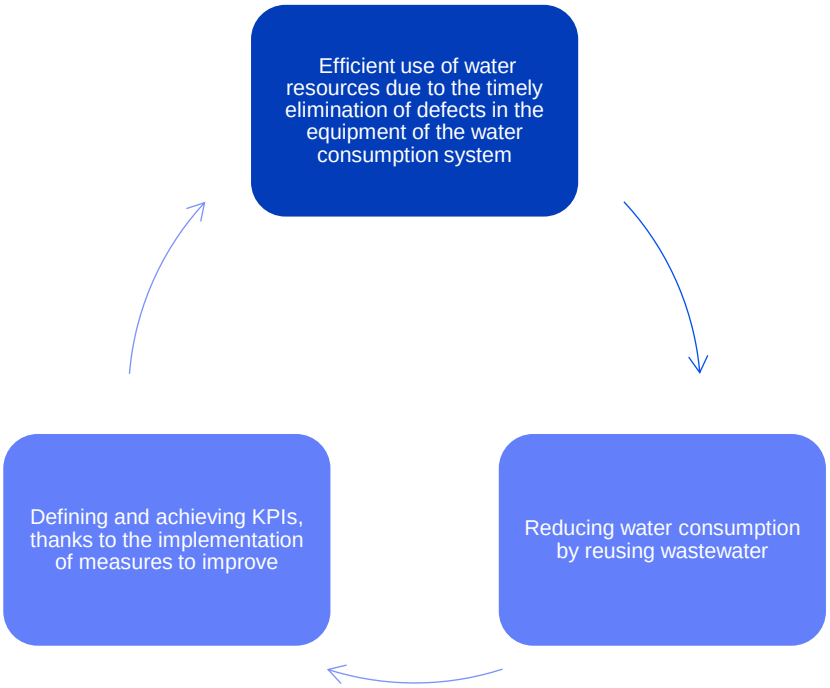
	2017	2018	2019	2020
Partially clean water (without purification)	1,631.40	1,424.63	1,207.55	1,253.14
Polluted undertreated water	12.45	8.48	4.39	0.00
Waters treated to standard quality (mechanical, physical and chemical cleaning)	4.36	4.80	4.59	4.04
Disinfection	0.003	0.002	0.002	0.001
Total	**1,648.22**	**1,437.91**	**1,216.54**	**1,257.18**

In 2017-2019, the category of polluted insufficiently treated water included wastewater from Reftinskaya GRES, the property of which was sold (see section "Coal Phase Out").

Description of the methods of water intake, a list of water intake points, types of water consumption and methods for waste water discharge as well as quantitative data on the total water intake for the company needs are given in Annex on (see section "Environmental indicators).

"Selected Projects and Initiatives of PJSC Enel Russia in the Field of Water Consumption and Wastewater Disposal

Responsible use of water resources is one of the strategic objectives of our company and it provides for adoption of an integrated approach, which is based on three interrelated areas of activity:



The Sustainable Development Goal 6 “Ensuring Availability and Sustainable Use of Water Resources and Sanitation for All” is the main sustainable development goal and it emphasizes the importance of sustainable management of the freshwater ecosystems, which are essential for human health, environmental sustainability and economic prosperity.

In order to achieve this goal, the company launched a project to optimize water consumption and wastewater disposal in August 2018. Within the framework of the project, working groups consisting of specialists in operation, repair, the chemical shop, production and technical department (PTD) and environmentalists were created at each power plant. Through the efforts of these working groups, proposals were developed to optimize water consumption both in terms of cooling water and water for production and household needs of the plants. The proposals were studied for their economic and environmental efficiency, the most effective technical solutions were selected.

Within the framework of this project, taking into account the already implemented and planned activities, the company established KPIs for 2021 - 2023, aimed at gradual reduction in water intake for production needs. To calculate this specific indicator, we consider the water intake in the numerator to ensure the processes of power and heat generation, without taking into account the volume of water used in the open-cycle cooling systems and water for household needs. In the denominator, we take into account the total productive supply of power and heat as the equivalent of electricity.

	Specific water intake for production needs, m3/kWth
KPI @2021	0,267
KPI @2023	0,234

The expected decrease in specific water consumption for production needs by 12% is associated with the implementation of the project for the construction of treatment facilities at Sredneuralskaya GRES, which will reduce the volume of water intake by 1,232 thousand m^3 per year.

The condition for the successful implementation of these KPIs is the timely implementation of measures within the framework of the project to optimize water consumption/wastewater disposal. In 2018 - 2020, within the framework of this project, a number of measures were implemented and allowed saving water in the amount of 27 million m^3/year with an estimated economic effect of RUB 17 million per year. The rest of the activities are at the stage of implementation or are planned for implementation in the future until 2025.

Implementation of the Advisor program

The Advisor is a special program designed to provide information support to operators of the power units to enable reliable operation of the equipment and rational water use (see also section "Operational Performance Improvement"). Thanks to the Advisor, power unit operators can determine if the correct ratio of fuel and water has been used to generate power. Thus, they can adjust the operating mode of the equipment with a minimum deviation of the actual vacuum in the steam turbine condenser from the optimal vacuum, the maintenance of which is a prerequisite for ensuring the operational efficiency of the equipment. The implementation of the event began in 2019 at Nevinnomysskaya GRES at the pilot power unit No. 7. During the reporting period, this measure was implemented at Power Units No.6, 8, 9, 10 of the plant where there is an Automated Process Control System (APCS). The introduction of this technical solution allows to save about 24 million m^3 of water per year, which corresponds to an economic effect of 7 million rubles.

This initiative was also implemented at Konakovskaya GRES, where, during 2020, the Advisor program was installed at all power units of the plant. The implementation of this initiative allowed the power plant to reduce its annual water consumption by 200 thousand m^3 and save about RUB 1 million.

Using condenser drain water to cool down the auxiliary equipment

At Nevinnomysskaya GRES, fresh service water is taken both for cooling the turbine condensers and for cooling the generator and auxiliary equipment of the unit. The traditional cooling circuit is a circuit where the cooling water for the generator and mechanisms is taken from the pressure pipe in front of the condenser. Thus, some of the water that could be used in the condenser does not get inside. At the same time, in the period from November to April, the temperature of the industrial wastewater downstream the turbine condensers does not exceed 25 ℃, which is sufficient for its use in the cooling circuit of the generator and mechanisms. Employees of the company developed a technical solution to transfer the cooling of the generator and part of the auxiliary equipment with water that had already passed through the condenser using the existing gas cooler pumps. Thus, technologically, the cooling circuit will be able to operate both from the wastewater after the condenser and from the pressure water conduit.

Unit 9 became a pilot project for the implementation of this technical solution, during the overhaul period of which we installed a circuit for supplying cooling water to the suction inlets of the gas cooler pumps from wastewater. The measure was implemented at the end of 2019. During 2020, it was introduced at power units 7 and 11, which enabled to reduce the consumption of fresh water by 1.8 million m^3 of water per year and allowed saving of 1 million rubles.

Replacement of industrial water lines of artesian water No. 1, 2

There are two sources of water intake at Konakovskaya GRES: Ivankovskoye reservoir and artesian wells. Underground water is used by the power plant for preparation of drinking water and make-up water for the heating network, as well as for cooling of auxiliary mechanisms. Water conduits No. 1,2, through which artesian water flows to the station, had numerous defects, as a result of which half of the volume of transported water did not reach the station and was counted as losses. Implementation of a project for the complete replacement of industrial water pipelines began in 2019. In the beginning of 2020, the project was completed, due to which the intake of artesian water was reduced by about 1 million m3 of water, which allows the power plant to save about RUB 1.3 million per year and makes a significant contribution to achieving the goals of the Sustainable Development Plan 2021-2023.

The Dry Cellar project

The basements of Sredneuralskaya GRES were drained as part of a project to optimize water consumption and wastewater disposal.

As part of the Dry Basement project, more economical yet more efficient pumps were installed to pump water from the basements of the power plant. Defect detection of equipment of water consumption and drainage systems was carried out, high-quality elimination of defects was performed.

The design feature of Sredneuralskaya GRES, which was commissioned in 1936, is the below-zero temperature of the basements of the power plants. This construction solution is rarely found at Russian power plants and requires special measures to maintain the safety of buildings and equipment. The close location of Isetskoye reservoir played its role - when the water level of the reservoir rose, the minus marks of the industrial premises were flooded with drainage waters.

The pumped-out water is now directed to the new treatment facilities of Sredneuralskaya GRES built within the wastewater collection, treatment and reuse system. Here the water undergoes mechanical filtration,

additional purification from oil products and other organic contaminants, after which it is supplied for reuse for the technological needs of Sredneuralskaya GRES - in the circulating water supply system.

Construction of sewage treatment plants

A large-scale project for the construction of a wastewater collection and treatment system is being implemented at Sredneuralskaya GRES. Back in 2019, as part of the implementation of the first stage, water outlets No. 1, 2, 3, 7, 9, 10, 11 were eliminated, the wastewater of which is now sent for settling and cleaning into a two-section sludge pond. From 01.10.2019, the discharge of industrial, storm and drainage water into the Isetskoye reservoir was stopped.

The second stage, implemented in 2020, included the construction of local treatment facilities. During the reporting period, four underground storage tanks and five pumping stations were built, the collected wastewater is sent by submersible pumps from the wastewater tanks to new treatment facilities located in the water softening plant.

Today, wastewater treatment is carried out at the process unit including reagent treatment and two-stage filtration on lighting and sorption filters. In September 2020, the treatment facilities were put into trial operation due to completion of comprehensive tests of the equipment for the wastewater collection and treatment system. Now the treated wastewater is directed to the recycling water supply system, which can significantly reduce the consumption of fresh water and ensure that wastewater is not discharged into the Isetskoye reservoir. The full implementation of the project will save 1.23 million m^3 of fresh water, which will significantly contribute to the achievement of the goals of the Sustainable Development Plan 2021-2023.

Waste materials management

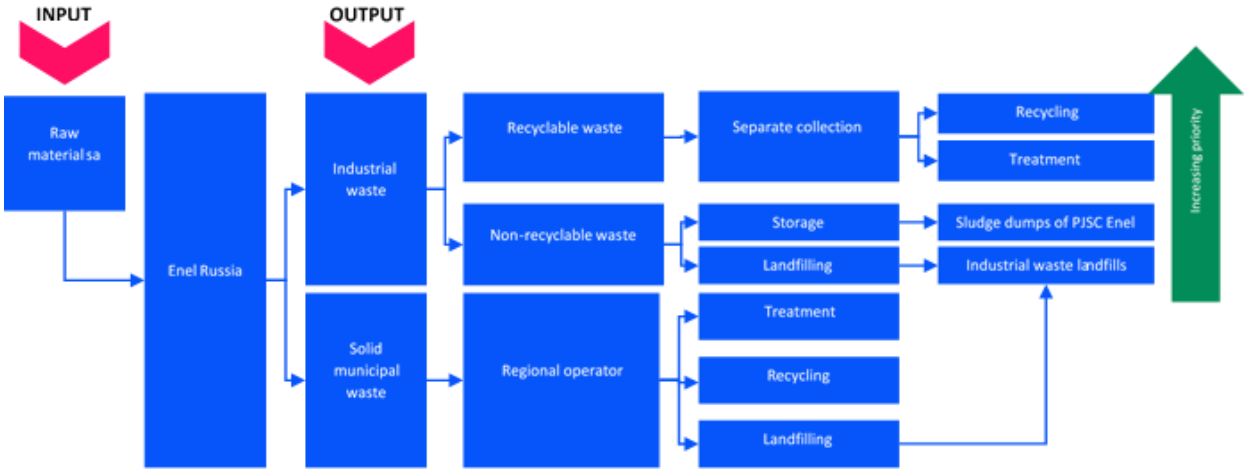
GRI 306-1 306-2

Compliance with the principles of a circular economy is one of the main tasks aimed at achieving the strategic goal of the Environmental Policy, adopted in 2020. The company recognizes responsibility for the management of waste produced by its activities and undertakes to:

- Adhere to the following priorities: preventing waste formation - ensuring their use - taking measures to neutralize, while waste disposal is allowed in the absence of acceptable methods of use and neutralization of waste, taking into account the peculiarities in the region of the company's presence
- Reduce the production of all types of waste through responsible consumption of resources and maximum involvement of waste in secondary economic circulation
- Maximize the use of substances or objects that are formed in the process of production, performance of work, provision of services or in the process of consumption, introducing an approach to the management of by-products of electricity generation, taking into account the principle of a circular economy
- Make a decision on the disposal of substances or objects that are formed in the process of production, performance of works, provision of services or in the process of consumption as waste only in the absence of environmentally sound methods of their secondary use
- Maintain reliable records of the generated waste, organize their accumulation in accordance with the established requirements, maximally ensuring their separate accumulation
- Search for and implement the most environmentally sound methods of waste management, giving priority to their recycling, neutralization
- Seek to reduce the amount of waste sent for disposal; when disposing of waste, use waste disposal facilities that exclude secondary pollution of the environment

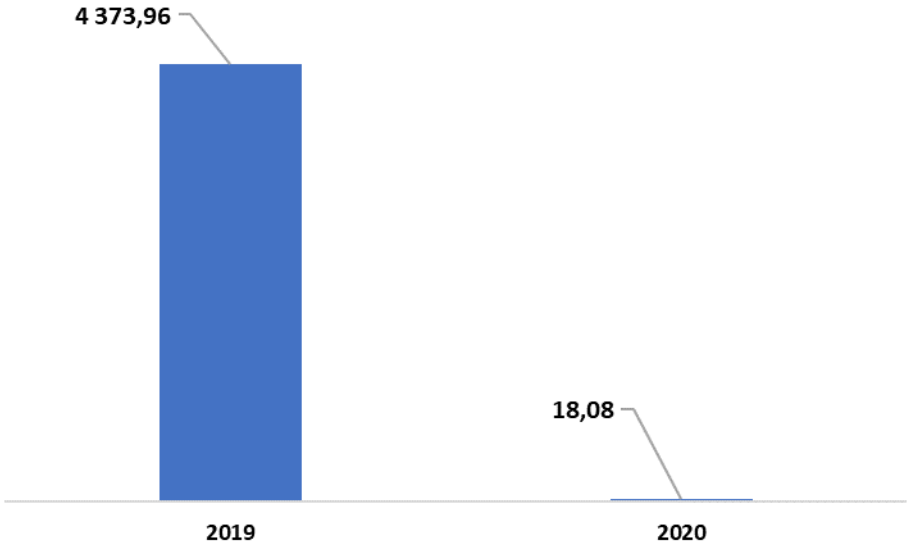
The diagram below demonstrates a principle approach to the management of industrial and consumer waste produced in the company.

GRI 306-3, 306-4, 306-5



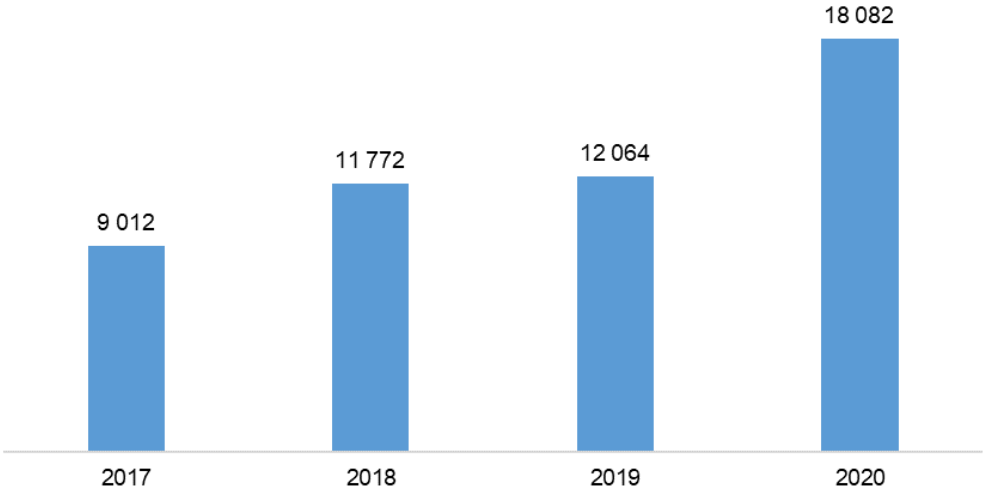
In 2020, the power plants of our company generated 18.08 thousand tons of industial and consumer waste, which is significantly less than the volume of waste generated in 2019 (4,373.96 thousand tons). This significant decrease was due to the sale of Reftinskaya GRES, as ash and slag waste from coal combustion at Reftinskaya GRES accounted for the bulk of the company's waste (see section "Coal Phase Out").

Waste volume in 2020, thousand tons



In the structure of industrial and consumer waste generated at gas and oil fuel plants in 2020, there was a significant increase compared to the previous years attributed to by one-time waste-intensive works significant for the company associated with dismantling the CCGT-170 of Nevinnomysskaya GRES and liquidation of the sludge pond of Konakovskaya GRES (these works produced over 50% of such waste during the year). In general, for the company, out of 18 thousand tons of generated waste, more than half, particularly 9.5 thousand tons, is waste generated by work that is not related to the current activities of the power plants.

Dynamics of the company's waste generation, tons

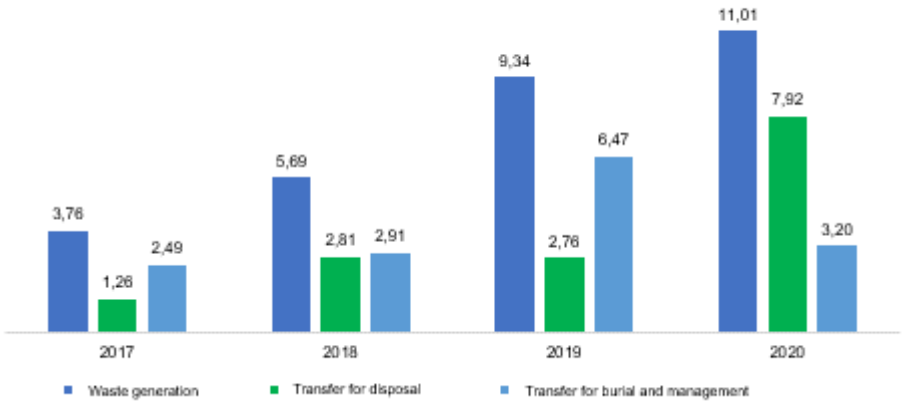


In accordance with the European classification of waste, generation of non-hazardous waste in the company amounted to 61% of the total waste generation in 2020, the recycled share of which in 2020 was 72%. This was achieved through the use of sustainable solutions for the recycling of reinforced concrete waste and brick waste from dismantling the CCGT-170 of Nevinnomysskaya GRES. According to the Russian classification, the "Non-hazardous waste" category includes waste of hazard class 5, "Hazardous waste" category - waste of hazard classes 1- 4.

The main hazardous waste such as sludge from cleaning the tanks and pipelines from oil products, railway ties, asbestos waste, slag wool waste, garbage and sweepings from the territory of the plants and production premises, garbage from demolition and dismantling of buildings, broken asphalt and asphalt concrete pavements, waste (garbage) from construction and repair work.

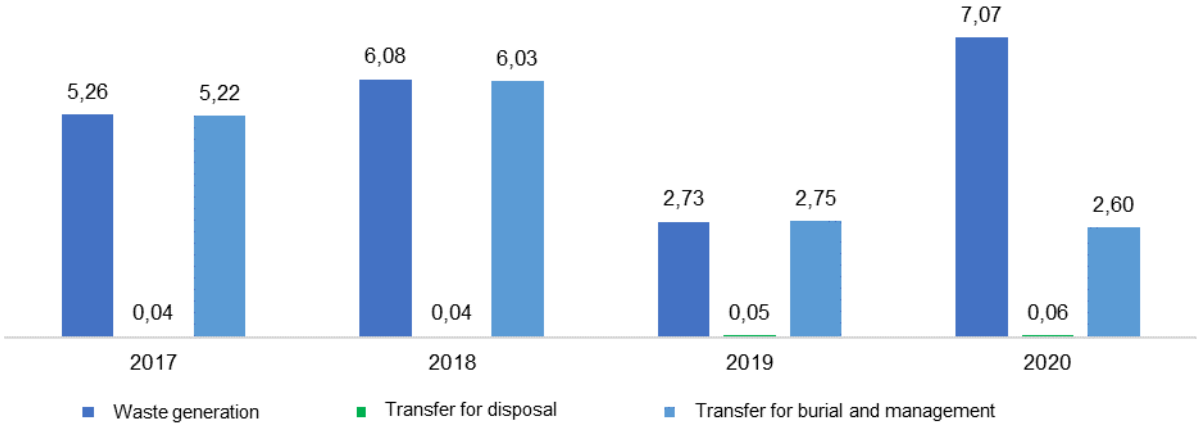
The main non-hazardous waste includes scrap and metal waste, expanded clay waste, waste (sludge) of water treatment during mechanical purification of natural waters, ion-exchange resins, vegetable waste from tree and shrub plantation upkeep, brickwork scrap, cement and fireclay bricks waste.

Volume of non-hazardous waste in dynamics thousand tonnes



In 2020, the generation of hazardous waste, which accounts for 39% of the total Company’s waste, increased 2.6 times, with its largest share (62%) falling on the generation of waste during the elimination of Konakovskaya GRES sludge pond (the final management of this waste will be carried out in 2021).

The volume of hazardous waste in dynamics, thousand tonnes



The low share of hazardous waste recycling is due to the fact that the bulk of waste falls in the category of of the 4th hazard class (this is waste such as asbestos waste, waste (garbage) from construction and repair works, sweepings from the territory, garbage from demolition and dismantling of buildings, unsorted, basalt fiber waste, etc.). It is worth mentioning that the share of the 4th hazard class waste out of all generated hazardous waste transferred for burial was 100%. Technologies for their recycling are not available in the regions of the company's presence, therefore this waste is sent for burial.

It should be separately noted that in 2020, 100% of the waste included in the list of types of industrial and consumer waste, which include useful components, the burial of which is prohibited, approved by order of the Government of the Russian Federation of July 25, 2017 No. 1589-p was directed to recycle and neutralization rather than for burial.

In 2020, out of all generated waste, 44% of waste was recycled. In 2019, this figure was 23%.

Detailed information on waste is contained in the annex, section “Environmental indicators”.

Waste management initiatives

In 2020, the Company carried out a detailed analysis of all types of the generated waste and methods for handling them, identified 5 target indicators (KPI), the dynamics of which demonstrates an increase in the efficiency of the waste management.

#	KPI	Result 2019	Result 2020
1	The share of waste transferred for recycling in all generated waste	**23%**	**44%**
2	The share of non-hazardous waste transferred for recycling in all generated non-hazardous waste	**27%**	**72%**
3	The share of hazardous waste transferred for recycling in all generated hazardous waste	**2%**	**1%***
4	The share of oils transferred for recycling in the total volume of waste oil production	**40%**	**92%**
5	The amount of waste generated in tons.	**12,064**	**18 082**

*The decline of this indicator is closely associated with an increase in the amount of waste of hazard class 4 generated from one-time waste-intensive works on liquidation of the sludge pond of Konakovskaya GRES, the decision on the final method for handling which will be made in 2021.

The positive dynamics of KPI 1-4 evidences to an increase in the amount of waste transferred for recycling due to the introduction of the most efficient methods for waste management and termination of its transfer to landfills for disposal or incineration.

The increase in the amount of the generated waste (KPI 5) is associated with the implementation of one-time works to dismantle the sludge pond at Konakovskaya GRES and a 170 MW CCGT unit at Nevinnomysskaya GRES in 2020.

Our ability to transfer waste for recycling depends on the market for waste recycling services in the regions of presence of the power plants. In this regard, we regularly monitor the information contained in the data bank on waste and technologies for the recycling and neutralization of various types of waste, we analyze the market of contractors specializing in waste recycling in the regions of the company's presence.

Selected projects: Recycling of hardhats at Konakovskaya GRES

Since autumn 2020, Konakovskaya GRES has stopped delivery of plastic waste, including plastic PPE, to the landfills (hardhats, eye protectors etc.). To draw attention of the plant workers and contractors to the need to arrange separate collection of plastic waste, an environmental campaign was launched to collect hardhats for their further recycling. Employees of the power plant and contractors brought old, broken, used and expired hardhats, which after processing by a specialized contractor (separation of plastic and fabric elements of the hardhats) are transferred for recycling to the recycling polymer plant in Tver. At the plant, recycled plastic raw materials are made from plastic waste, which are used locally for the production of step-tape, and are sold to manufacturers of various commercial products from syntepon for production of textile products (jackets, pillows etc.) to geotextiles used in road construction. During an action, in which 286 people took part, about 600 hardhats were collected, which is more than 180 kg of plastic. Now, hardhats and plastic of any kind is accumulated separately from other types of waste in specialized labeled containers at the power plant on a permanent basis and transported for recycling.

The issue of reducing the amount of generated waste (KPI 5) while maintaining traditional waste-generating production processes is the most sensitive and is associated with the need and relevance of the legislative definition of the "secondary material resource" concept and the creation of an appropriate legal framework for regulation (draft law ID 02/04/11-20/00110705). The possibility of involving broken glass, brick, reinforced concrete products, paper waste, etc. into the secondary circulation as secondary material resources essentially depends on creation of a legislative framework in this area.

Increasing the efficiency of waste management in the company is accompanied by the processes of digitalization of accounting for their generation and movement. With the support from Enel Group, we are introducing the Digital Waste Management, a new digital system for accounting the generation, storage and transfer of waste. Such a system will allow for the automation and digitalization of waste accounting processes in the company. In 2020, trial operation of the system was carried out, as well as training the personnel in the platform operating skills.

In addition, a project has been implemented at Konakovskaya GRES to install automatic scales providing weight control of all waste transferred for circulation to contractors, which will improve the accuracy of accounting for the amount of waste generated and in circulation.

Another important area of the company's waste management activities is operation of its own waste disposal facilities at Sredneuralskaya and Nevinnomysskaya GRES in compliance with the environmental requirements. At all waste disposal sites and within the limits of their impact on the environment, specialized organizations carry out annual monitoring of the state and pollution of the environment, as well as production control of their technical and operational state.

The project for construction of waste water treatment facilities at Sredneuralskaya GRES includes construction of sludge dehydration plant, which will eliminate the need to operate two waste disposal facilities: sludge pond and fuel oil handling sedimentation pond opening up the possibility to plan and later implement solutions for their elimination in compliance with environmental requirements.

Thus, the company takes an integrated approach to solving the issues of effective waste management and strives, using the principles of a circular economy as much as possible, to bring the negative impact of waste from the power plants on the environment to zero.

Radioactive waste management

We improve our non-financial reporting and strive for better transparency. In this regard, in the current reporting period, we continue to disclose the management approach and quantitative information in relation to radioactive waste (RW).

The company generates radioactive waste in the process of artesian water treatment (purification) at Konakovskaya GRES. Natural radionuclides contained in artesian water, in particular radium-226 and its daughter products, accumulate on the filter material.

This RW in accordance with the Criteria for Classifying Solid, Liquid and Gaseous Waste as Radioactive Waste approved by Decree of the Government of the Russian Federation No. 1069 dated October 19, 2012, refers to the 4th class of removable solid RW.

Enel Russia complies with radiation safety requirements and regularly submits reports on radioactive waste to regulatory authorities.

The personnel is familiarized with the requirements for radiation safety, provided with personal protective equipment, and act in accordance with the developed instructions. The operating instructions are fully developed in accordance with the radiation safety regulations. Radioactive waste management is carried out on a contractual basis with organizations licensed to provide radioactive waste management services.

RW generation and recycling

Year	RW is produced and removed	Activities
2018	12.5 m^3 (12.11 t)	Replacing the filter material on the ion exchange filters
2019	14.5 m^3 (15.79 t)	Replacing the filter material on the ion exchange filters
2020	17.0 m^3 (20.76 t)	Replacing the filter material on the ion exchange filters

Consumption of auxiliary resources

301-1

For processes of various levels and directions, we use expendable materials. A significant share of such resources is made up of chemicals required both for the preparation of demineralized water to feed boilers and heating systems, and for the operation of auxiliary equipment.

The consumption of auxiliary resources in 2020 amounted to 4 thousand 550 tons, which is 37% less than in 2019. This is explained both by the exit of our company from the coal generation, and by the uneven dynamics of the use of auxiliary materials depending on the quality of the source water, the replacement schedules of filter materials and frequency of scheduled repairs.

In 2020, a sharp decrease in the use of ion-exchange resins by 3.3 times is connected with the fact that the existing ion exchangers at Konakovskaya and Nevinnomysskaya GRES correspond to operational characteristics and do not require replacement. The reduction in the use of ammonia by 2 times is connected with a decrease in boiler feed-up water consumption. The increase in sodium hypochloride consumption at Sredneuralskaya GRES is connected with the commissioning of a wastewater treatment circuit (stage 1 of the construction of treatment facilities), in which sodium hypochlorite is used for wastewater disinfection. An increase in the consumption of lubricating oil at Nevinnomysskaya GRES by 79% is connected with the replacement of oil in the gas turbine of the 410 MW CCGT combined cycle plant and in the oil system of Unit 11 of boiler and turbine shop No. 2. An increase in the use of transformer oil 1.8 times at Nevinnomysskaya GRES is associated with the planned replenishment of oil in the operated equipment.

Detailed information on auxiliary resources consumed in 2020 is contained in the annex "Numerical and statistical information", section "Environmental indicators".

Biological Diversity and Preservation of Natural Heritage

304-1,304-3

The company is committed to complying with legal requirements for preservation and protection of critical habitats and priority biodiversity sites.

It is important for us to maintain cooperation, be open to dialog and interaction with government bodies, local governments, public associations and non-profit organizations, including expert, scientific, academic organizations and communities, with environmental non-governmental organizations, as well as local communities and other stakeholders concerning the issues.

In 2020, we released two important documents - the Environmental Policy and Biodiversity Policy. Thus, we have assumed additional obligations to preserve and protect the biodiversity natural heritage.

Environmental Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/Environmental%20policy.pdf	Biodiversity Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/Biodiversity%20policy_poster%20A3.pdf

Our activity does not have a significant direct negative impact on the biological diversity. The power plants of PJSC Enel Russia are not located in special protection natural areas or areas with high biodiversity value. In accordance with the results of the environmental impact assessment and the assessment of environmental aspects, there are no species from the Red List of the International Union for Conservation of Nature and Natural Resources, species from the Red Book of the Russian Federation and the Red Books of the constituent entities of the Russian Federation that live in the areas where our activities are carried out.

The Biodiversity Policy defines the overall intentions and directions of our activities in relation to the conservation and protection of biological diversity. Enel Russia assumes full responsibility for taking appropriate measures for preservation and protection of critical habitats, as well as priority biological diversity and the environment.

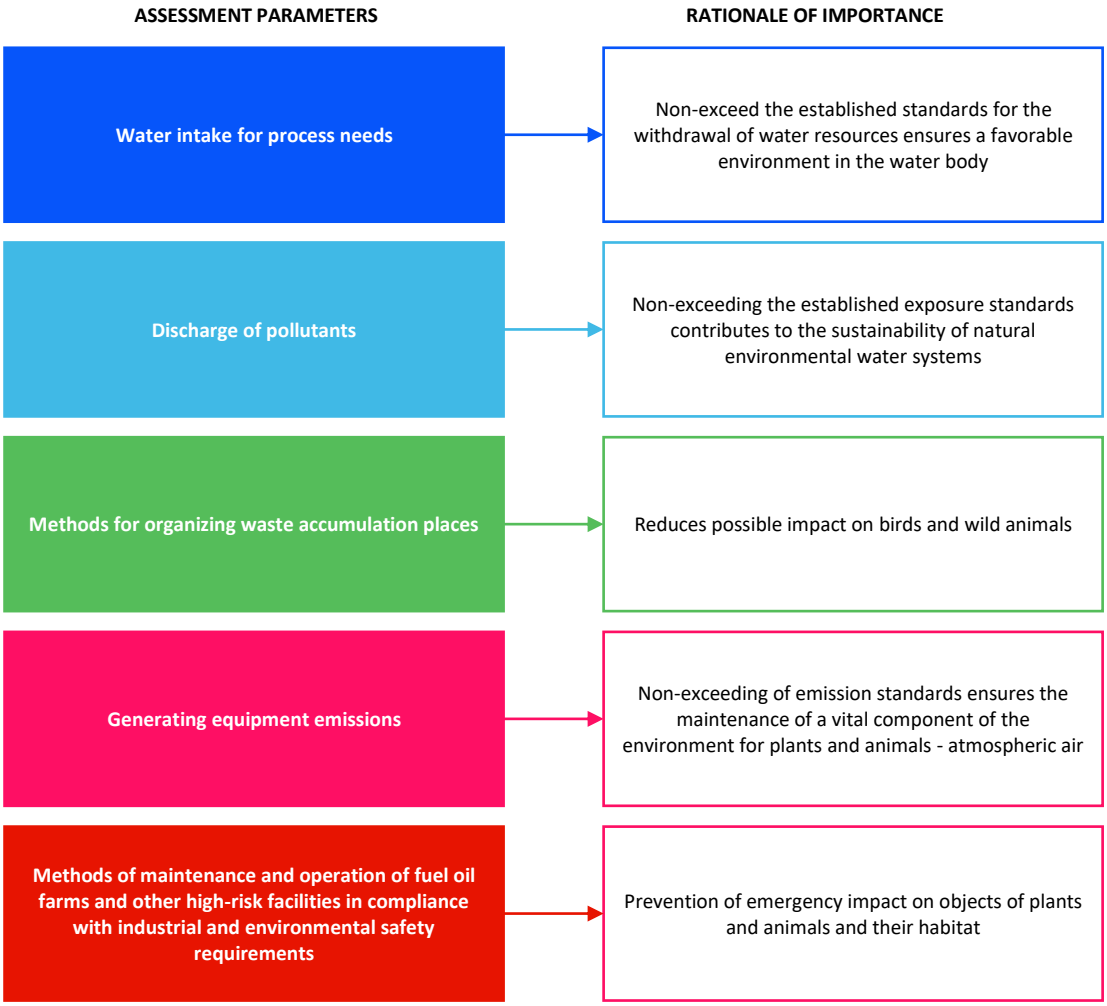
The protection of biological diversity is important at all stages of the life cycle of our industrial facilities: new business development, engineering and construction, operation and repair, decommissioning.

We identify and analyze the risks associated with biodiversity at all stages of the life cycle of our power plants in accordance with the current legislation of the Russian Federation and our voluntary commitments. The design documentation for construction and reconstruction necessarily contains sections on environmental impact assessment where there is an analysis of the plant and animal life, as well as a list of necessary measures for its protection.

In addition, we assess the potential impacts of our production activity and take measures to preserve and protect the biodiversity in accordance with the impact minimization hierarchy[14].

Within the framework of the Integrated Management System and international standard ISO 14001: 2015 "Environmental Management Systems", we identify and assess the environmental aspects of our activities, including those directly or indirectly related to biological diversity.

[14] - Hierarchy of impact minimization - a sequence of actions for prediction and prevention of impacts on biological diversity and ecosystem services, and in cases where such impacts cannot be prevented - for minimization such impacts; and, when such an impact occurs - for reclamation or restoration; and in cases with considerable residual impact - for compensation. *(As defined in CSBI 2013a "General Basis for the Practical Application of the Hierarchy to Minimize Impacts on Biodiversity/ Framework for Guidance on Operationalizing the Biodiversity Mitigation Hierarchy")*



Selected projects

Sredneuralskaya GRES is located near a special protection natural area of regional significance “the Isetskoye lake with surrounding forests”. The size of the production site is 0.73 km2. Sredneuralskaya GRES is located near the Isetskoye lake-type reservoir in the Verkhnepyshminsky district in the north of Yekaterinburg. The Isetskoye lake with the surrounding forests was declared a landscape reserve (by decree of the Government of the Sverdlovsk region dated January 17, 2001 No. 41-PP) in order to preserve a picturesque natural reservoir, a typical landscape for the southern taiga Trans-Urals. The area of specially protected natural territory is 4,738 ha. The Isetskoye reservoir is rich in aquatic biological resources. Perch, chebak, bream, tench, ruff, pike perch and pike occur in the lake. Fish species such as grass carp, white silver carp and mirror carp are naturalized.

From 2013 to 2017, fish stocking at the Isetskoye reservoir was carried out within the scope of compensatory measures to replenish the biological balance of the reservoir during the construction and operation of the cooling water intake facility of CCGT-410 of Sredneuralskaya GRES. The company stocked young grass carp and silver carp to the Isetskoye reservoir for five years.

We take measures to exclude the discharge of industrial wastewater into the Isetskoye reservoir for preservation and protection of the biological diversity of this specially protected natural area. For more details of the implemented measures see the Water Consumption section.

In the current reporting period, the design of a fish protection device was completed for the onshore pump station of Nevinnomysskaya GRES. In 2021, they are planned to be installed, commissioned and efficiency monitoring is planned in accordance with the established requirements. Thus, all our power plants will be equipped with effective fish protection devices (FPD), which are designed to reduce the impact of industrial activities on aquatic biological resources by preventing them from entering the water intake, which allows preserving the biological diversity of the surface water bodies.

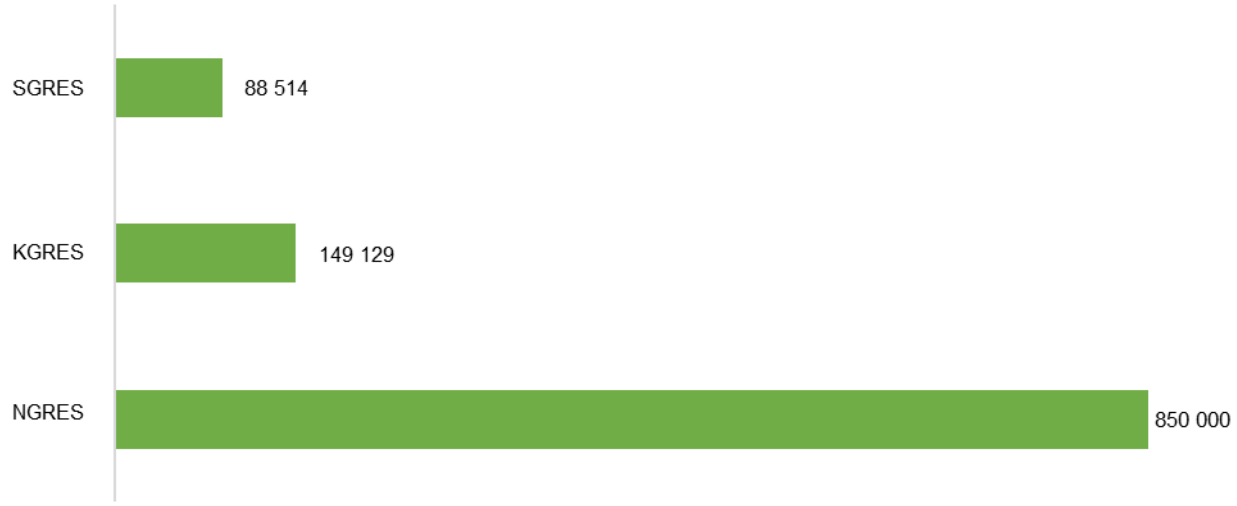
At the open switchgear of Konakovskaya GRES, special devices are installed to scare away birds, which prevent seagulls from entering the open switchgear.

We regularly carry out initiatives aimed at the restoration of the natural monument of regional significance "Karacharovo Park" (Tver region), which is located near Konakovskaya GRES. Despite the fact that our activity does not have a negative impact on this territory, we have been arranging an annual environmental task force in this park for five years now. The employees of Konakovskaya GRES and the Headquarters, local population take part in it every year. This project is being implemented with the support of the Ministry of Natural Resources and Environment of the Tver Region. Unfortunately, due to the restrictive measures introduced by the Government of the Russian Federation aimed at preventing the spread of coronavirus infection in the reporting year, this project was suspended, but after normalization of the epidemiological situation we plan to return to its implementation.

Management development plans and biodiversity preservation costs

Our future work on biodiversity preservation will be more structured in terms of targeting, planning and financing of activities. The next stage of work in 2021 will be development, approval and implementation of the annual plan regarding biological diversity safeguarding and protection, which will systematize all management elements of the Company's activities in this field.

The cost of implementing the biodiversity projects in 2020, rubles



Our Employees

103-1 103-2 103-3

"Enel Russia uses an effective personnel management system, the main task of which is to sustainably increase the value of human capital. To accomplish this task, we are implementing a set of strategies in the following key areas. Firstly, it is optimization and improvement of the efficiency of organizational and individual professional activities, simplification of business processes, targeted investment and saving of resources associated with human capital.
Secondly, we are constantly working on the development and retention of talents, including the professional development of all employees, increasing their competencies, and stimulating career progress. And the third area is maintaining and stimulating a favorable corporate climate and culture, motivating our employees for further development, accomplishments and creativity.
We respect labor legislation and the principles of corporate and professional ethics. We provide employees with an attractive, competitive salary package. In 2020, we encountered new challenges caused by the COVID-19 pandemic. Despite the uniqueness and complexity of the situation, we have remained faithful to one of our most important principles - creation of a favorable environment for the company's employees and the priority of health and safety".

Mikhail Vereshchagin
Head of People and Organization

Material topic	**EMPLOYEES MANAGEMENT, DEVELOPMENT & MOTIVATION**
Results 2020	• **Maximum level of remote mode of operation for employees, including the technical unit - 50% of the total number of employees.** • **Preservation of all social obligations.** • **Transformation of culture, interaction methods and effective performance skills in the new environment.**

Objectives and initiatives in the dynamics up to 2023			**SDG**
PEOPLE DEVELOPMENT			
	Multiskilling (% of operations & maintenance personnel)	2019: 50; 2020: 60; 2021: 70; 2022: 80; 2023: 90	
COVID	Cross functional development (% high-potential young people)	2019: 10; 2020: 0; 2021: 15; 2022: 30; 2023: 40	
	Training hours (per employee/year)	2019: 48; 2020: 48; 2021: 48,5; 2022: 49; 2023: 49,5	
COVID	Internal mentors among managers (% of involved)	2019: 8; 2020: 10; 2021: 20; 2022: 38; 2023: 43	
TALENT RETENTION			
Revised goal	Climate survey (% of involved and % of participants)	2019: 100 96; 2020: 100 84; 2021: 100 96; 2022: 100 96 /; 2023: 100 96	

	Performance appraisal (% of involved and % of appraised)	100 99 / 100 99 / 100 99 / 100 99 / 100 99 2019 2020 2021 2022 2023	
Revised goal	High-potential employees in training programs (%)	12 20 28 35 42 2019 2020 2021 2022 2023	
	3-year individual career path for high potential employees (%)	0 0 8 10 15 2019 2020 2021 2022 2023	
DIVERSITY AND INCLUSION			
	Women recruitment (% in the candidate shortlist)	38 39 40 41 43 2019 2020 2021 2022 2023	
	Women in top management (%)	17 20 20 21 23 2019 2020 2021 2022 2023	

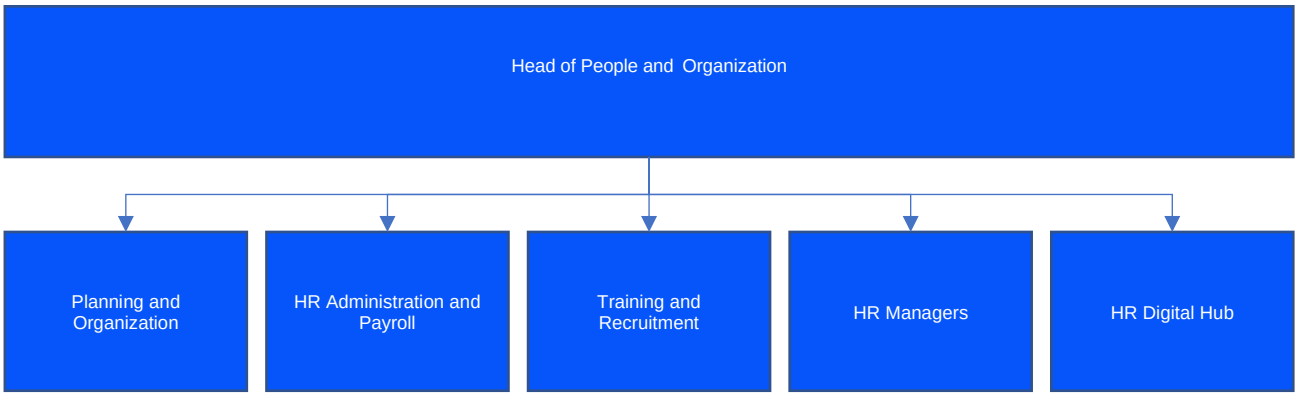
Approach to Employees Management, Development & Motivation

103-1 103-2 103-3

Enel Russia built an efficient personnel management system. Its main objectives are professional development, increasing the expertise level, as well as further promotion at the company.

Responsibility for management, development and motivation of employees is borne by the Deputy General Director - Head of People and Organization. People and Organization includes the following organization units:

People and Organization structure



In order to achieve better business results, our company consistently implements a comprehensive strategy for the development of human capital, including activities in four key areas:

PERFORMANCE	We use a system of objectives setting for the company's employees and divisions, we have implemented a system of key indicators, there is a distribution of responsibilities between employees, most of the production processes are automated and information systems are implemented.
PEOPLE DEVELOPMENT	We attempt to develop the professional skills of our staff, contributing to the efficiency and personal growth of our employees. We implement training programs and actively develop an internal mentoring initiative among the company's managers.
TALENT RETENTION	We implement various activities to attract, develop and retain talents. We create a decent motivation and remuneration system for our employees. We create opportunities for development of new, promising individual and managerial abilities, improve digital skills of employees. We appreciate feedback from employees at all levels.
SOCIAL PARTNERSHIP, HEALTH AND CULTURE	We maintain the corporate culture of the company at a high level, paying attention to the well-being of each employee, maintaining a high level of motivation and involvement of everyone in the team into the overall business. We are actively developing social initiatives. An important part of our corporate culture is provision of equal conditions for everyone, promotion of diversity and inclusion principles.

The main documents regulating management, development and motivation of employees are:

Code of Ethics https://www.enelrussia.ru/ru/investors/a201612-basic-documents-.html	Human Rights Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Human%20Rights%20Policy.pdf	Policy on Remuneration and Reimbursement of Expenses (Compensations) of the members of the Executive Bodies and Other Key Managers of Public Joint Stock Company Enel Russia https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/basic/2020%20Remuneration%20Policy_KM.pdf

- Collective agreements of the company’s branches;
- Trade Union policy;
- Regulation of PJSC Enel Russia "On Types of Personnel Education and Training, as well as Responsibility for Their Arrangement";
- Global Policy “On Diversity and Inclusion” establishes guidelines for equal opportunities, inclusion and non-discrimination. We share the principles of policy and plan to issue our own policy on diversity and inclusion in the near future;
- The provision “Rewards and Incentives to the Employees of PJSC Enel Russia Associated with Holidays and Anniversaries” establishes a system of rewards and incentives for the employees who made a great personal contribution to development of the industry and the company – to improving production efficiency, to mastering advanced technologies, resolving social and economic development issues.

The objectives for management and development of personnel are set out in the Sustainability Plan (see details in the section “Sustainability Plan for 2021-2023”).

To improve management efficiency, the employees of People and Organization participate in internal and external information and training sessions, professional conferences while acquiring additional skills and

adopting the best practices. The efficiency of People and Organization processes is also analyzed by internal audit.

An important part of our corporate culture is to provide everyone with equal conditions for employment, career and professional growth, including by participating in internal competitions for vacancies. We try to attract and develop the most talented specialists, regardless of race, gender, or other individual characteristics, and motivate employees to develop in their personal and professional aspects, to achieve more advantages throughout their career.

One of our core principles underlying People and Organization is non-discrimination in any of its manifestations. All forms of political, religious, national, ethnic, racial, linguistic, gender and age discrimination are prohibited, as are all forms of discrimination in all procedures and practices: from recruiting to assessment and promotion procedures. All our employees are considered exclusively in terms of their abilities and professional skills for all decisions that affect labor relationships.

The year 2020 became a major challenge for the entire business community, and we are no exception. We tried to minimize the impact of external factors caused by the COVID-19 pandemic on our internal processes.

We have developed and implemented a plan for crisis management and long-term adaptation to the new reality. An important part of this plan is comprehensive support for employees in the context of the pandemic, which includes:

- training for managers in remote management and communication skills with employees;
- development of digital skills of employees;
- rearrangement of workspaces, routes and work schedules for employees, taking into account the requirements for social distance and new sanitary standards;
- provision of employees with the necessary equipment for successful remote work;
- conducting online programs to promote a healthy lifestyle.

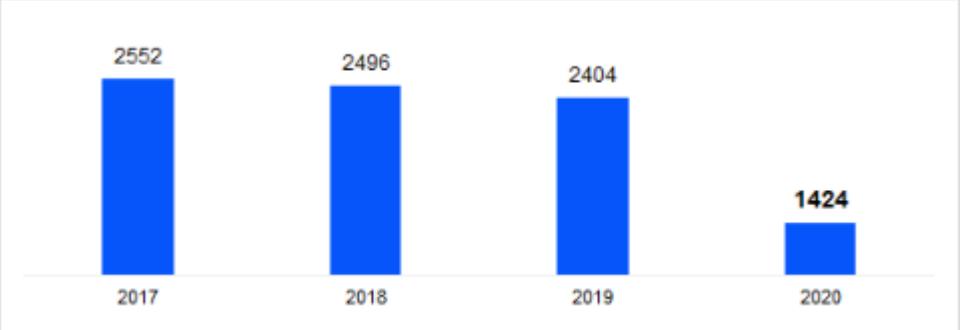
Find more details on the measures and initiatives implemented by the company during the COVID-19 pandemic in the section "Our Response to the COVID-19 Crisis".

Personnel Structure

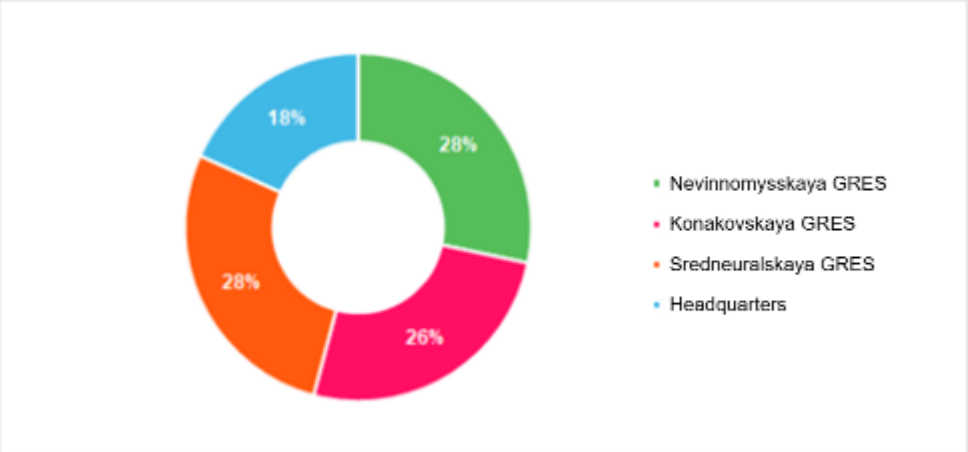
102-8 405-1

The number of personnel at the end of 2020 amounted to 1,424 people. A significant change in the number compared to 2019 is due to the sale of the property of Reftinskaya GRES (see details in the section “Coal Phase Out”). The decrease in headcount is associated also with the transfer of employees of PJSC Enel Russia to work at our subsidiaries (see the section “Development of Renewable Energy Sources”).

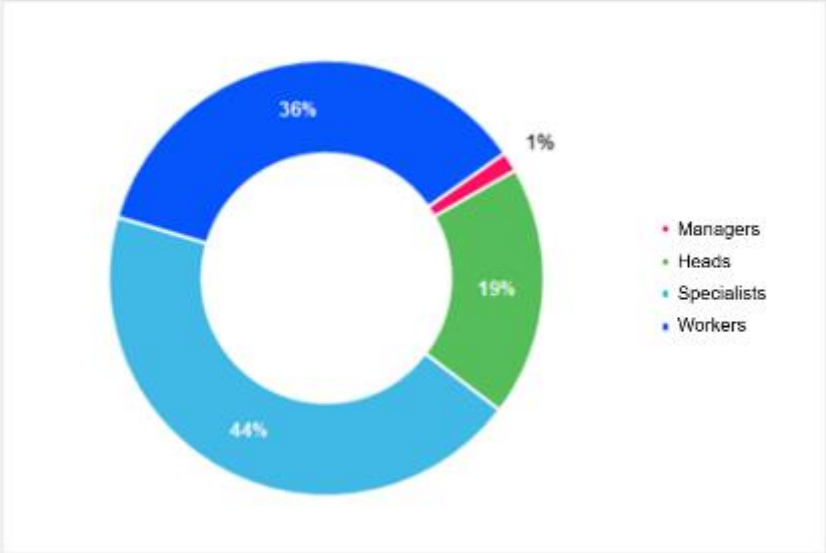
Headcount dynamics, pers.



Employees by power plants



Employees by categories



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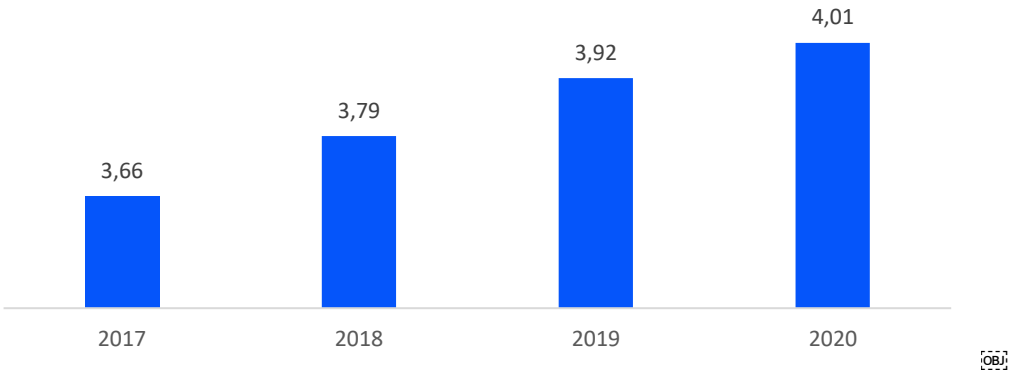
Personnel performance

Performance of our employees can be evaluated in different ways; one of the most significant for the energy sector of the economy is the assessment of the installed electric capacity ratio to the average number of employees in the company. The consistent growth of the indicator since 2017 demonstrates the steady growth of Enel Russia employee's performance. This is due to a comprehensive management, development, and staff retention strategy, along with employee care, diverse work on the psychological climate and corporate culture of the company. Performance growth is directly related to the development of individual and collective skills, the introduction of new equipment and new working methods, the improvement of managerial and organizational skills, the optimization of inefficient costs and employee headcount control.

*Personnel performance dynamics *, MW/FTPE**



* *Data in the diagram is given excluding Reftinskaya GRES.*

***FTPE – Full Time Post Equivalent*

One of the most important elements of employee performance management is the motivation system developed in the company, which relates the amount of the variable part of remuneration paid to employees to the achievement of the goals set for them. For several years, the Company has been following a unified approach of goal setting for different functional areas, so that each employee can be involved as much as possible in achieving the overall goals set for the Company's management. The goals for Key Managers are approved annually by the Company's Board of Directors in the first quarter of the reporting year, and then communicated to the rest of the Company's employees. All the goals approved by the employer are specific, measurable, have a certain time frame for implementation, and are consistent with the Company's development strategy. At the end of the reporting year, after the approval of the annual financial statements, the Company's Board of Directors considers the report on the implementation of the established goals and approves the results and the amount of bonuses to the Company's Key managers. Bonuses for the remaining employees of the Company can be calculated based on the results approved by the Board of Directors and paid within the time limits set by the company.

People Development

Training and Development of our Employees

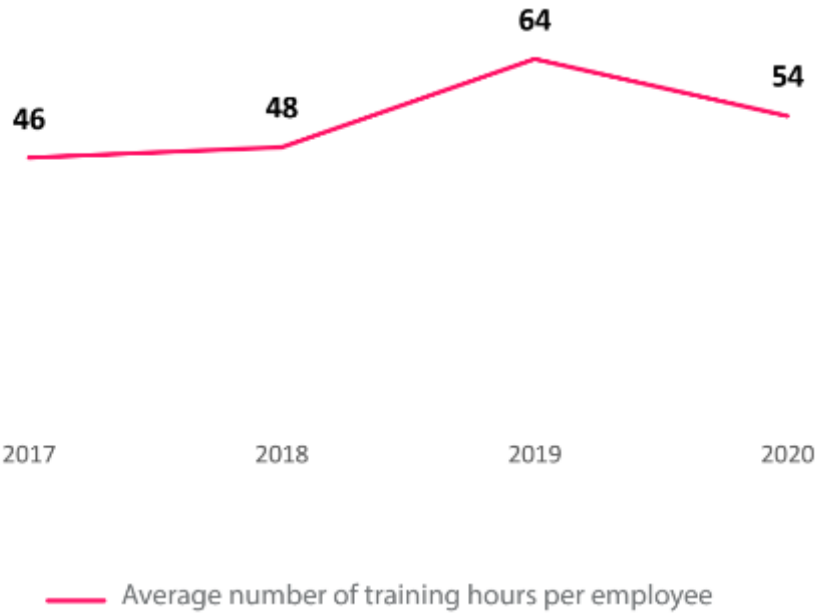
404-1 **404-2**

Enel Russia has developed an effective system of personnel training, the main task of which is the professional growth of employees, increasing the level of their expertise, as well as further career growth in the company.

Since March 2020, due to the COVID-19 pandemic, we have completely rejected full-time training. We have implemented a digital platform that makes it possible to conduct online training with advanced features, bringing it as close as possible to the full-time format. Internal instructors have acquired new technical and personal skills to conduct online training events.

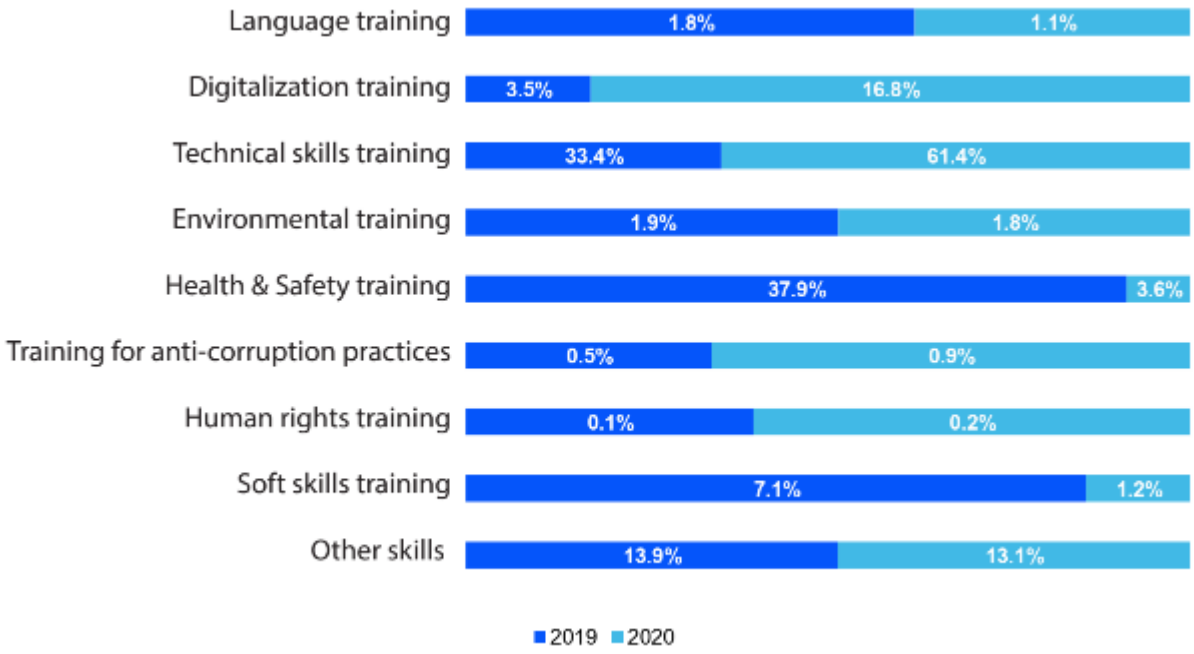
Training and development programs cover the entire staff of the company; the average number of training hours per employee per year exceeds 50 hours.

Average number of training hours per employee, person/ hour



One of the most important priorities in the training of employees in the near future remains the training of digital knowledge and technologies. Due to the remote mode of work and the introduction of new IT solutions, in 2020, the volume of training of employees in digital skills has significantly increased.

Training breakdown by fields of study



Knowledge Management, Preservation and Transfer of Experience

The company pays great attention to the system of staff succession to preserve traditions, continuity of technologies, processes, corporate culture, retain the most talented and promising professionals. The system includes analysis of current staffing for key management positions, a compilation of individual short and long-term plans for training and development.

We have implemented a tool that includes not only the performance assessment, but also the potential of employees, which allows us to work with each employee more individually, taking into account the specific needs for professional and personal development.

In order to increase the expertise and competencies of employees, the company uses a mentoring system. Mentoring is part of our corporate culture. It is focused on employees of power plants. At the end of each year, we hold a competition among mentors, and select the top 9 (three at each power plant) according to a set system of criteria.

Talent Retention

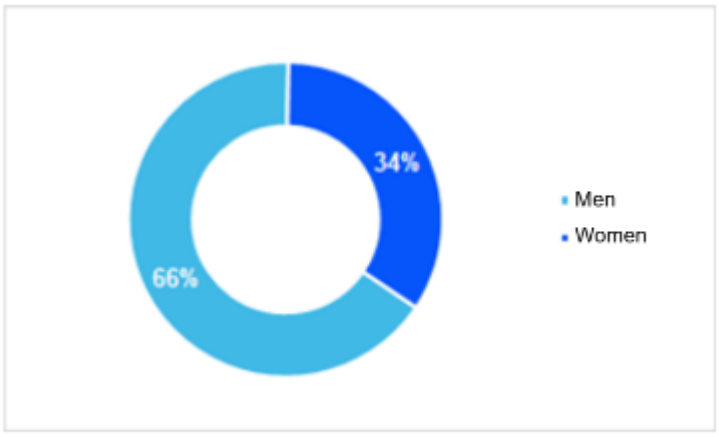
Involvement of People We Work with

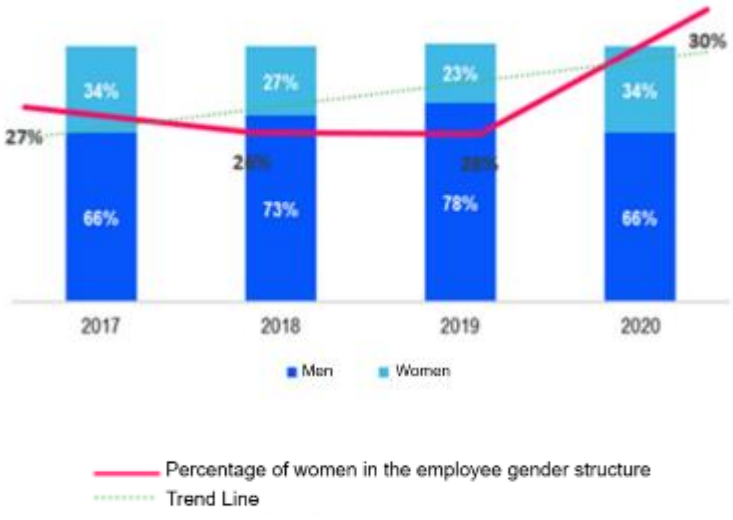
401-1

In the recruitment process, the company is guided by the principles of equal opportunities. The company guarantees that we do not allow any form of discrimination at the selection stage.

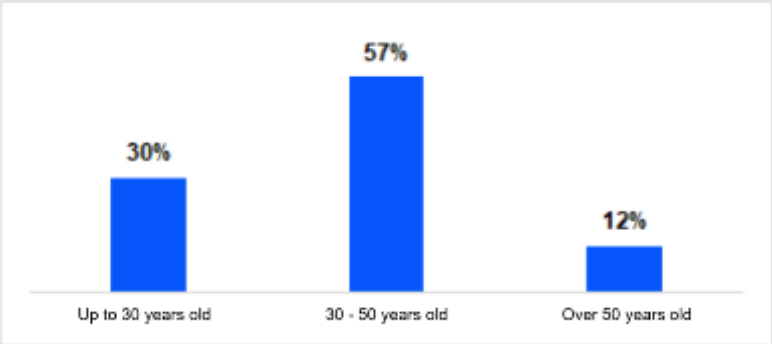
In 2020, the recruitment process was not disrupted, despite the new challenges and difficulties related to the pandemic. We developed a special mechanism for recruiting staff remotely, which made it possible to bring an employee to a new position remotely: before entering the workplace, the necessary documents and equipment were delivered to the employee's home. The new employees were given introductory briefings, adaptive training, and the introduction to the position solely in a remote manner.

In 2020, 82 people were employed; among them 34% were women. An increase in the number of women admitted to the company directly affects the gender ratio of the company's staff and increases the contribution to achieving the goals of gender balance and equal opportunities.



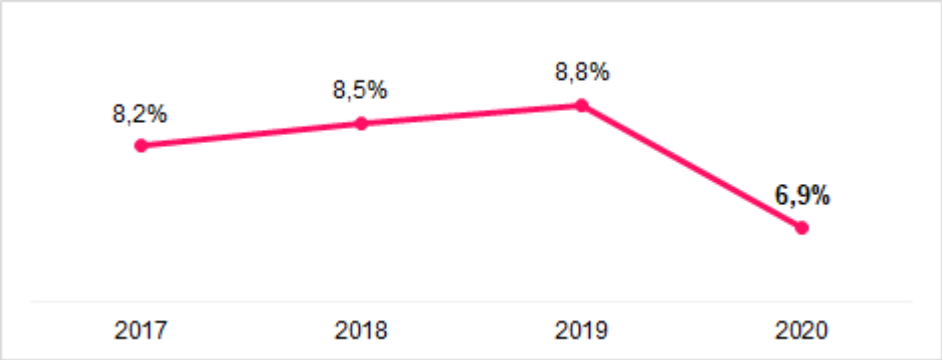


Newly hired employees by age



Employee turnover in 2020 was 6.9%, which corresponds to the "within normal" criteria on average for the industry. We analyze and monitor employee performance indicators, as well as the absenteeism rate, as part of the turnover reasons analysis

Turnover dynamics

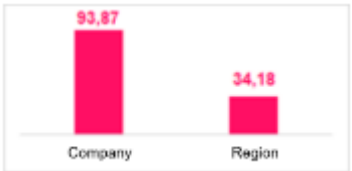


Incentive and Remuneration

202-1

Building and constantly improving the incentive and remuneration system for our employees is one of the key areas in the field of People and Organization. The remuneration rate, as well as the proposed compensation package, remain among the most attractive ones for many years in the industry and regions where the company's power plants operate. We pay a competitive salary that is indexed by changes in the consumer price index (CPI) and perform an annual revision of salary based on reviews of the remuneration rate in the industry and general trends on the labor market.

Ratio of the company average salary to the salary in the regions of presence

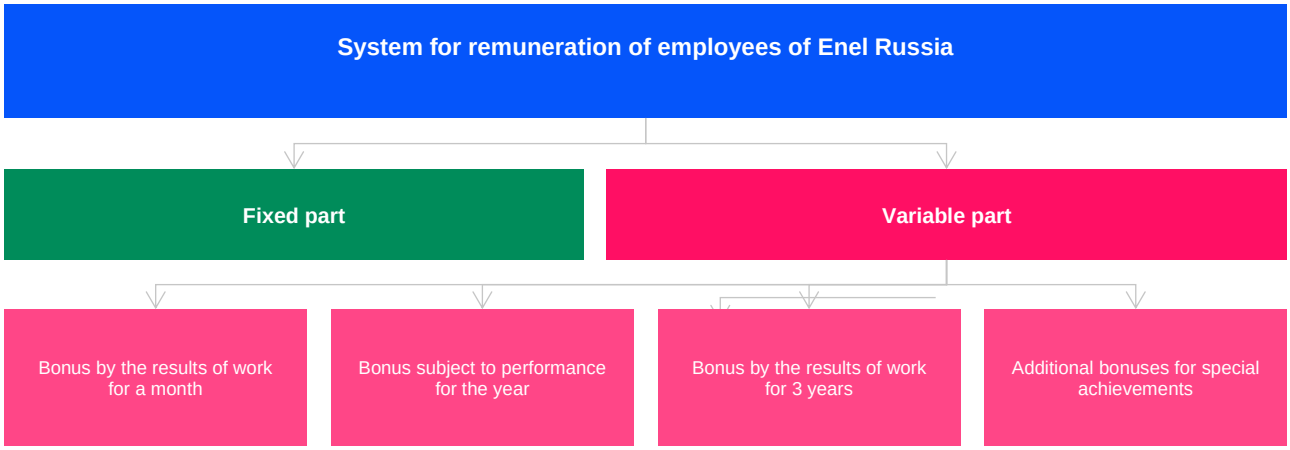
Power Plant	Average monthly salary * (ths rubles)	Ratio to the average salary in the regions of presence
Konakovskaya GRES		2,75
Nevinnomysskaya GRES		2,52

Power Plant	Average monthly salary * (ths rubles)	Ratio to the average salary in the regions of presence
Sredneuralskaya GRES		2,28
Headquarters		2,42

** The data is given according to the report of the Federal State Statistics Service "Average Monthly Nominal Accrued Salary of Employees by the Full Range of Organizations by Subjects of the Russian Federation In 2013–2020".*

We aim at making the remuneration and incentive system as transparent as possible, consistent with the company policies and goals, as well as attractive for both current employees and highly qualified experts on the labor market. Despite the COVID-19 pandemic the Company has performed the annual salary revision for employees of all branches.

System for remuneration of employees of Enel Russia



The remuneration rate is determined on the basis of job evaluation (grading) system applicable at the company, in accordance with the market data obtained as a result of reviews of the remuneration rates provided by consulting companies.

The remuneration system is regulated by collective agreements and local regulations. Under the Code of Ethics, we do not tolerate any form of discrimination based on age, gender, sexual orientation, race, health, nationality, political opinion, religious belief, etc., including during determination of the size and composition of remuneration of employees of the company as well as benefits and social guarantees.

Level of salary of the employees of PJSC Enel Russia in 2020

Indicator	Value
The actual ratio of employees with a salary higher than the median to the number of employees with a salary lower than the median at PJSC Enel Russia	45% / 55%
Percentage of employees with the salary at the rate equal or below the minimum size of labor remuneration	0%
Percentage of employees with the salary of above average in the territory of the Russian Federation (Rosstat, Federal Service for State Statistics)	99%

The average salary of 10% of the highest-paid employees of Enel Russia is 7 times higher than the average salary of 10% of the lowest-paid employees. At the same time, the indicator ranges from 7 to 29 on average in Russia in various industries[15].

102-38 102-39

The ratio of the total annual remuneration of the company's highest-paid employee to the average annual remuneration of other employees in 2020 was 49,4.

The ratio of the total annual remuneration of the company's highest-paid employee to the average annual remuneration of other employees

Indicator	2019	2020	2020 to 2019 change
The ratio of the total annual remuneration of the company's highest-paid employee to the average annual remuneration of other employees	42,5	49,4	16,2%

The Ratio of Women's Income to Men's Income

405-1 405-2

Over the past few years, we pay special attention to the analysis of the ratio of remuneration of women and men. Due to industrial specifics of the electric power industry, that requires often physical labor and night shifts, most employees are men. However, we do not tolerate any form of discrimination with respect to recruitment, determination of remuneration, evaluation of performance and promotion of women. We are also committed to the development and promotion of the industry popularity among women studying at the educational institutions (see the section “Diversity and Inclusion”).

[15] According to the report of the Federal State Statistics Service "Average monthly nominal accrued wages of employees for a full range of organizations in the constituent entities of the Russian Federation in 2013-2020".

To calculate the ratio of women's income to men's income, we used the average annual remuneration[16] of employees by category at each power plant and at the headquarters. The ratio equal to one means no difference between the remuneration of men and women. The value of less than one means a downward deviation in the amount of remuneration of women in relation to men.

The most significant downward deviation of women's income in relation to men's income can be observed in the category of workers at the power plants (less than 0.77). This is due to the shift schedule and harmful working conditions. Moreover, the ratio of payment at managerial positions tends to one both at the power plants and at the headquarters of the company (see the detailed graphical analysis of the ratio in dynamics and breakdown by power plants in the Annex “Numerical and Statistical Information”).

Open Feedback and Evaluation

404-3

Open Feedback is the key component in development of employees and the company. Providing structural feedback to others and helping employees to develop is a powerful tool for improvement of the efficiency of business processes that we try to take into account in every aspect of our business. Enel Russia has an annual staff evaluation process, when employees both receive an assessment of their performance and receive open feedback.

The evaluation and feedback criteria are based on the corporate model of behavior: innovation, responsibility, confidence, proactivity (see the section "Mission and Values" for more information). At the end of the evaluation process, employees are assigned to one of five categories: adjustment, support, development, improvement, and recognition. Evaluation results in the creation of specialized development programs for each of the categories;

It is possible to evaluate employees and exchange feedback on a special internal online resource or through the mobile app. In 2020, 95%[17] of employees received feedback and confirmed compliance with the corporate behavior model, which is 2% higher than in the previous period (see the appendix "Numerical and Statistical Information", section "Social Indicators" for more details).

In PJSC Enel Russia, the exchange of feedback is possible both between the manager and the employee, and between colleagues, regardless of the hierarchy. Developing or positive feedback can be given at any time for a specific situation, when a particular behavior is manifested; it is not pegged to a specific reporting period.

Young Employees

We try to develop and implement the intellectual, professional and creative potential of our young employees.

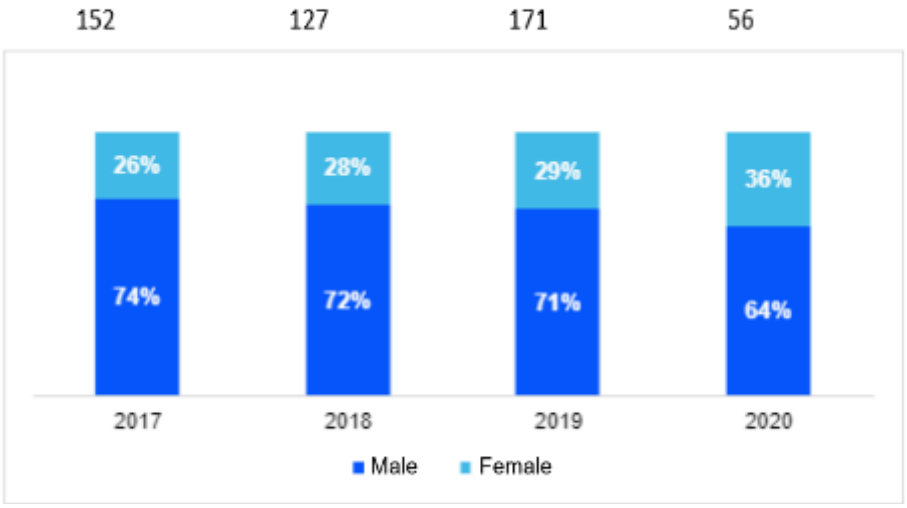
In order to introduce students of secondary and higher education institutions to our company and its corporate culture, we have introduced a new interaction tool - the Digital Selection Day. The company considers all the participants who have proved themselves from the best side as potential candidates for open internship vacancies.

More than 120 people are trained at Enel Russia annually. Most of them work at power plants, studying the features of operation and maintenance of equipment. In 2020, we were forced to reject full-time practice in the workplace, due to the COVID-19 pandemic. Starting from March 2020, internships were transferred to a remote format that was the reason for the decrease in the number of trainees. At the end of the year, 56 people completed the internship. We also try to increase the percentage of female trainees in the gender composition, and we have maintained a positive trend in this indicator over the past four years.

[16] Annual remuneration consists of the following items actually paid in accordance with RAS reporting: salary, additional payment for harmful working conditions, payment for night and evening hours, payment for shift acceptance, overtime, payments for work on weekends and holidays, vacation accruals, bonuses, financial assistance for vacation at power plants, compensation for children's vouchers.

[17] The process does not involve employees on maternity leave, parental leave, employees on long-term sick leave, or employees who have worked for less than three months during the campaign period.

Number of trainees by gender



We try to maintain a gender balance in the energy sector, so we are implementing a career guidance program for cooperation with young people. Its goal is to increase the motivation of women for training and further career development in technical specialties. We arrange lectures in schools, specialized secondary educational institutions and universities and use our company as an example to tell about the opportunities for professional and career development for women in the technical and engineering fields.

Social Policy, Health and Culture

102-41

Diversity and Inclusion

102-8 405-1

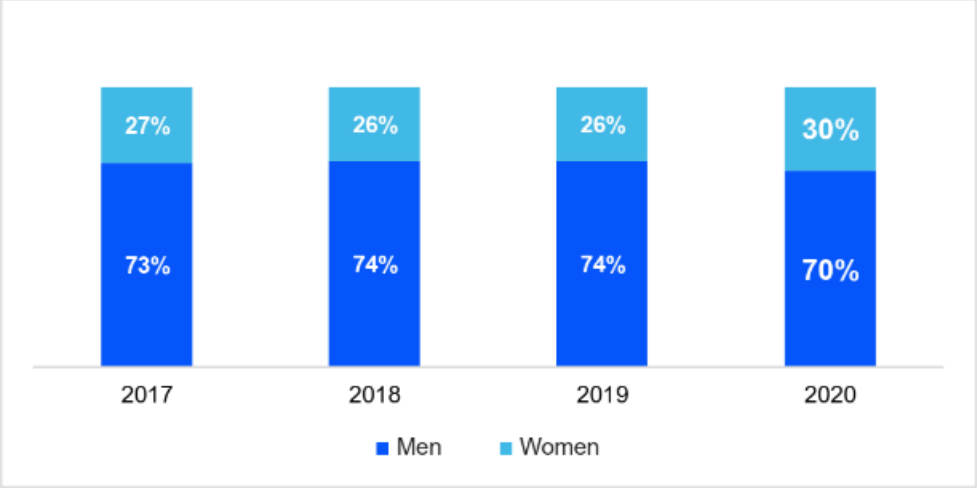
The Diversity and Inclusion policy is an integral part of a successful socially responsible business. At the basis of the fundamental values of Enel Russia lies respect for the diversity of cultures. The issues related to diversity and inclusion management in all areas of the company activities are within the competence of employees of People and Organization. Deputy General Director – Head of People and Organization is responsible for diversity and inclusion issues.

We share the principles indicated in the Diversity policy of Enel Group. According to Enel Group diversity means people from different countries, cultures, various professional experiences, different ages, gender, able to work anywhere in the world and to make a contribution by having different points of view to ensure the best decisions and most efficient implementation of innovations.

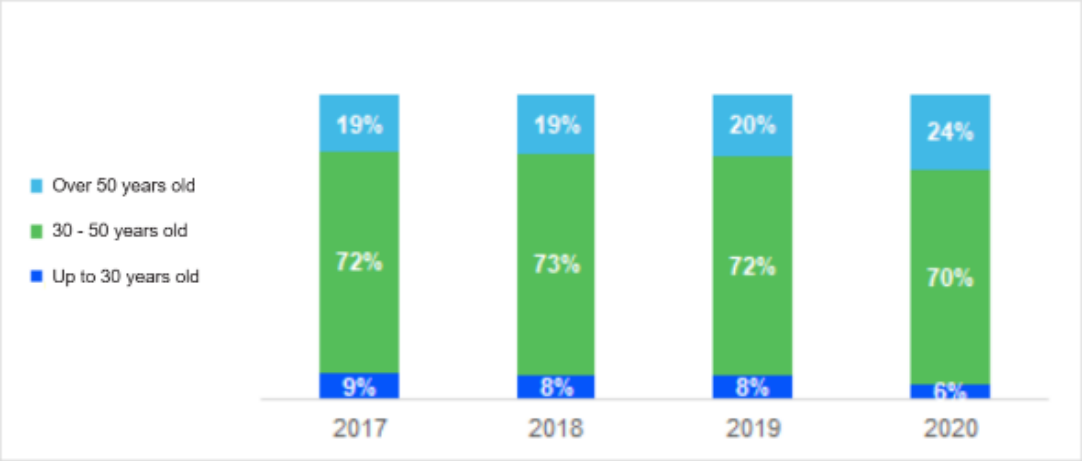
Both Enel Russia and Enel Group are committed to the work-life balance and working conditions, providing opportunities for both professional and personal growth. Our company employs many generations of people, committed to creating jobs where the experience plays an important role in the exchange of knowledge and training.

We focus on development and implementation of special programs of Enel Group, which purpose is to create conditions where the employees are treated solely based on their abilities and professional skills in all decisions that affect working relationships

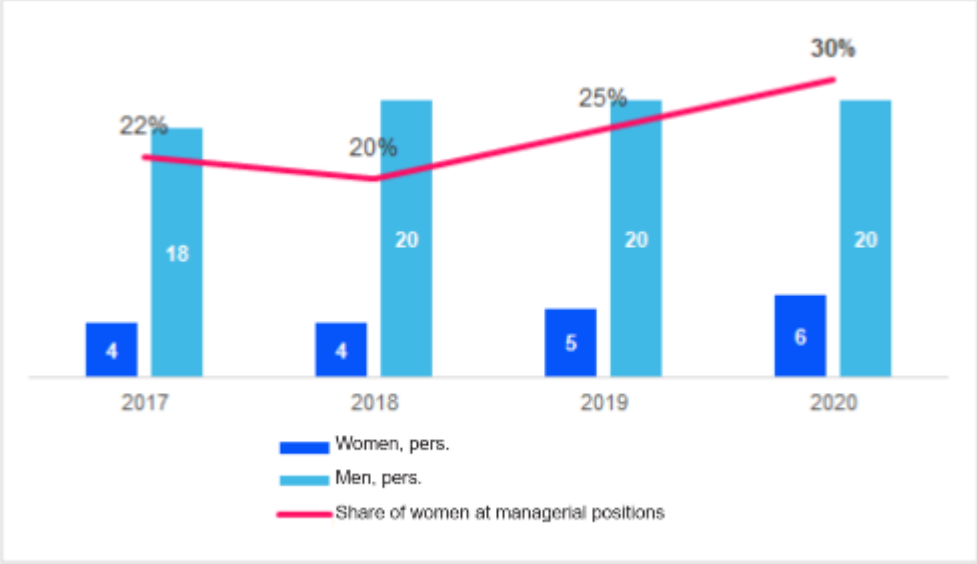
Personnel Gender Structure



Personnel Age Structure



*Gender structure of personnel at managerial positions **



** This category includes senior employees of the first line reporting to the General Director of the company.*

Thus in 2020, we continued to implement the global Diversity and Inclusion program that consists of a series of special events in key areas set out in the global policy.

Areas for support of diversity and inclusion

Gender	• Enel Russia complies with the gender non-discrimination principle when determining the size of a salary • We support the international STEM program (Science, Technology, Engineering and Mathematics) • We hold meetings with pupils of secondary schools to promote technical and engineering professions among girls • We hold information meetings with the participation of top management • We are committed to stereo rupture regarding gender
Age	• We develop a mentoring program, regular initiatives for exchanging experiences between employees of different generations • We involve young employees in development and training programs • Employees younger than 35 years old and over 50 years old are appointed to the internal trainers
Nationality and culture	• We consider it important to support a person's individuality, as well as an atmosphere of respect for honor and dignity of the individual • We deliver lectures and seminars on the history, development and characteristics of world civilizations and cultures
Disability	• We create an inclusive work environment and aim at providing a comfortable environment for employees with disabilities • We cooperate with inclusive centers • We hold information meetings for employees to integrate employees with disabilities
Work-life balance	• Remote work possibility • Special trainings and classes to support mental health (focused on remote work)

In 2020, Enel Group joined the global community "Valuable 500", which aims to envelop people with disabilities in business and create equal opportunities for their professional implementation. Enel Russia supported this initiative and now our company has a working group whose task is to identify the needs of colleagues with limitations and implement programs for improvements. In 2020, we also created a voluntary internal community of "Unique and Valuable" employees, which includes employees with disabilities and employees who have family members with disabilities.

As a result of the work in this area, a country-level improvement plan was created, which was integrated to the results of other countries in the Enel Group:

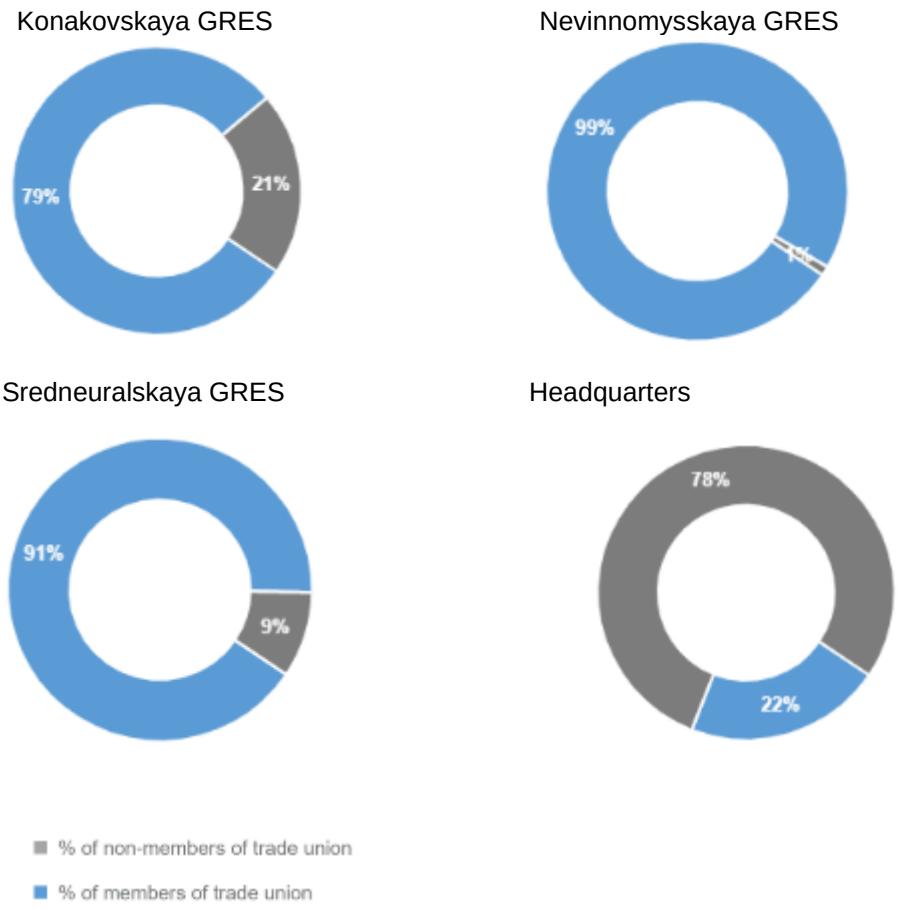
- search and implementation of digital solutions to support employees with disabilities;
- development of a culture of inclusivity;
- communication campaign aimed at improvement of integration and support of the contribution of people with disabilities.

Social Partnership

Coordination of the interests of the employee and the employer is a strategic direction of social partnership, which allows us to regulate social and labor relations as effectively as possible.

The company's partners are the primary trade union organizations of all four plants, which are part of the public organization "All-Russian Electric Trade Union" and unite about 90% of our employees. Collective agreements of power plants, based on long-term practice of effective social partnership, have been recognized for many years as the best in the industry and the regions of the company's presence.

Number of employees in trade union organizations



Well-being of Our Employees

401-2 401-3

The company pays great attention to the well-being of its employees. We aim at helping our employees in maintaining work-life balance and reducing stress. We create a comfortable working environment, provide quality medical insurance, provide additional guarantees and benefits that ensure high social security of our employees, all these initiatives are aimed at improving the quality of life of employees.

Mandatory and Voluntary Social Programs

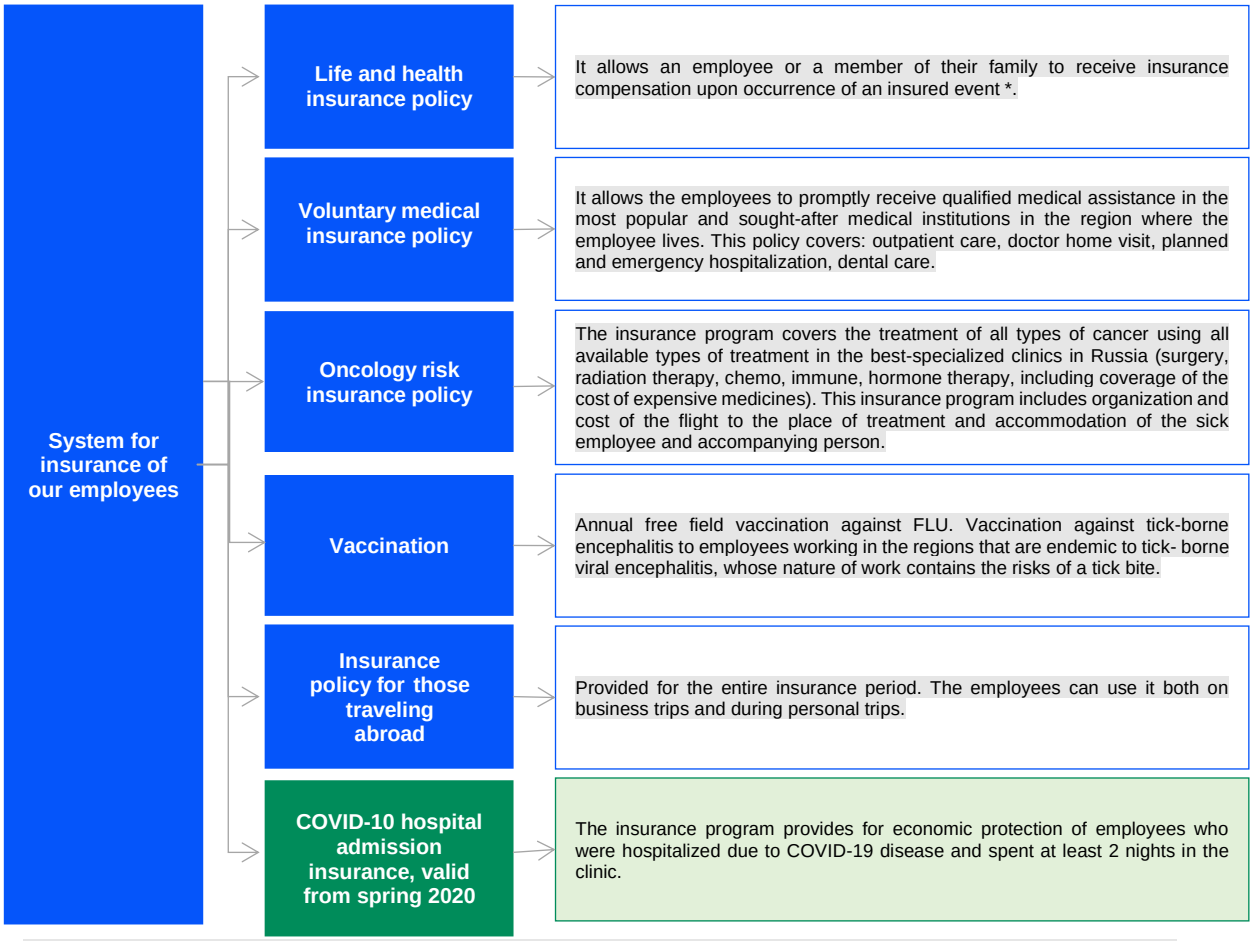
The company has created favorable conditions for keeping and improving the health of employees, and the current insurance system is among the best in the industry.

The company's insurance policy provides 100% coverage, which allows applying the same insurance conditions not only to employees in the company's staff but also to employees provided under outstaffing contracts (outstaffers).

Taking into account the current health emergency related to the COVID-19 pandemic, the company has introduced an additional type of insurance for employees, providing economic protection to those who have been hospitalized due to COVID-19 disease.

In 2020, we introduced mass PCR (polymerase chain reaction) testing for all our employees. In case an employee visits the office periodically, such testing is mandatory before visiting the office. For those employees who are constantly available at the workplace, regular testing is carried out once every two weeks.

Employees insurance system



** The insured event is a primary diagnosing of critical illness in the employee (life-threatening illness), injury or disability as well as fatal accident due to industrial incident.*

In the event of temporary disability of an employee related to illness, the company assumes the cost of additional financial support for the employee above the standards established by law to minimize employee's possible losses related to a temporary suspension of work activities in this period.

All employees of our company have the right to parental leave in accordance with the laws of the Russian Federation. The company attaches great importance to family values and provides substantial financial support to employees whose child was born or adopted. We make additional payment above the statutory standards for maternity benefits.

The company has a program of non-state pension coverage for employees, aimed at developing corporate culture and motivating employees, retaining qualified specialists and attracting employees in scarce specialties. The right to receive a non-state corporate pension is received by those employees who, at the time of the onset of pension bases, have been working in the company for more than 10 years.

When establishing the variable working hours, the company's employees are provided with additional paid leave under the Labor Code of the Russian Federation. The number of days of leave varies depending on the position but is not less than the statutory standard.

At the same time, the company provides for the possibility of compensating the cost of purchasing vouchers to children's health camps for employees of power plants. In 2020, taking into account the severe epidemiological situation in the country, the company provided such employees with the opportunity to receive compensation payments related not only to the recovery or recreation for children, but also to the purchase of children's sports equipment (bicycles, scooters, etc.), payment for training courses and medical expenses.

Promotion of Healthy Lifestyle

403-6

Within the scope of improvement of inclusion rate and corporate climate level at Enel Russia, we put the focus on the development of health and sports culture as well as the promotion of healthy lifestyles. That is also an integral part of the overall corporate culture of responsible companies that care for their employees including Enel Russia too. The programs are implemented in close cooperation with People and Organization, Health, Safety, Environment and Quality, Sustainability and Primary Trade Unions teams.

In 2020, a huge amount of our efforts was focused on preserving and maintaining the health of our employees.

In the reporting year, we had to reject participation in full-time sports classes and competitions due to the pandemic. Regular sports classes were switched to an online format from March 2020: yoga classes, a marathon on healthy eating, video tasks on General physical preparedness, and online chat with a professional trainer assisted in maintaining the physical condition of employees.

We paid special attention to mental health and held consultations with a psychologist on the topic "How to adapt to new realities" in order to accept and adapt employees to the pandemic conditions. We have also launched a weekly meditation practice class that ran from June to December 2020. An online community, where employees shared their personal experience of arrangement and spending of leisure time in conditions of self-isolation, was created in the corporate social network.

The annual corporate chess tournament (with full-time participation) was replaced by an online event.

Local Communities Development

103-1 **103-2** **103-3**

"Efficiently established, mutually beneficial and long-term relations with local communities is an essential component of a successful stable business. In its strategy and daily operations, a socially responsible company should take into account both current social and economic situation in the regions of its presence, and needs and aspirations of stakeholders. In this context, stakeholders mean the local community and our staff as a part of the local community. We aim to constantly communicate with local administrations and social partners at any stage of our operations development – from business development in new regions to termination of activities in some areas of our presence."

Maria Shipitsyna
Head of Sustainability

Material topic	ENGAGING LOCAL COMMUNITIES
Key figures for 2020	**38.87 ths** DIRECT BENEFICIARIES OF THE PROJECTS TO SUPPORT AND DEVELOP LOCAL COMMUNITIES

	Dynamic objectives up to 2023		SDG
NEW	Projects to support and develop local communities contributing to SDG (ths beneficiaries)		
NEW	Employees participating in corporate volunteering projects (%)		
NEW	Launch of the program to support social entrepreneurship (grants/year)		
NEW	Increase in the number of employees participating in programs to support and develop local communities (projects/year)		

Management Approach

We rely on the local communities that live on the territory where our business assets located and recognize responsibility for their well-being. Our aim is to build long-term partnerships with the local communities and support their social and economic development. Constant dialogue, engaging small and medium-sized businesses, NGOs and other local organizations allows us to create projects that promote the social and economic development of the regions of our presence.

We understand that relations with the local communities, especially during the global pandemic, is the focus of attention of ESG-oriented investors. This year we were flexible about our plans to support regions and cities/towns of our presence in order to promptly respond to the changing environment to render comprehensive support for prevention and mitigation of negative consequences of COVID-19 spread.

Despite the extraordinary circumstances in 2020, we have pursued the selected course and implemented the program for social support and development of the local communities, adding some targeted initiatives for the following objectives:

Objectives in the local communities' development

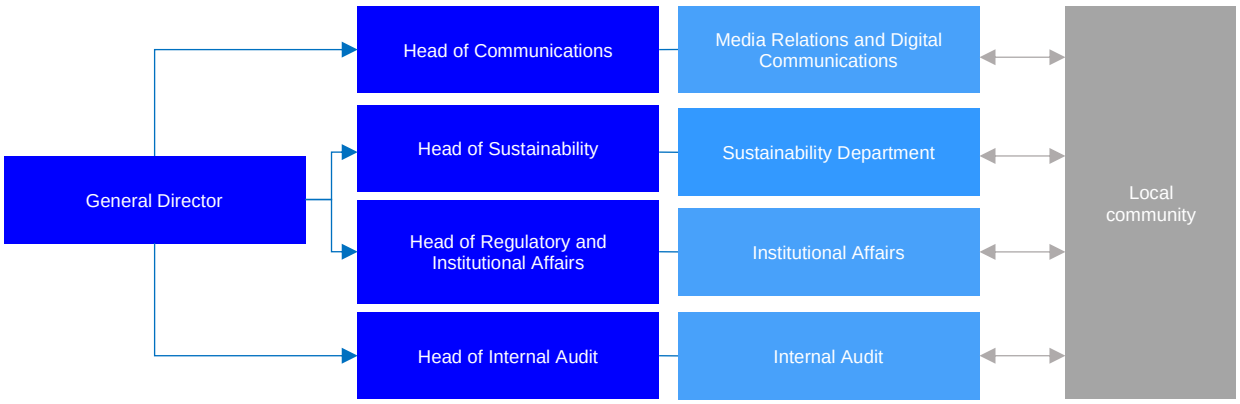
Transparent informing about company activities and plans	Maintenance of on-going open dialogue	Continuous social and environmental impact assessment	Support and development of the local communities	Protection of human rights	Spread of knowledge about sustainability

The following documents regulate the company's activities for the development and involvement of local communities:

Code of Ethics https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/CODE%20OF%20ETHICS-2017-2.pdf	**Stakeholder Engagement Policy** https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/stakeholder_engagement_policy_ru.pdf	**Human Rights Policy** https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Human%20Rights%20Policy.pdf
Operating Instruction **"Implementation of projects to support and develop local communities"**	Operating Instruction **"Interaction with educational institutions"**	Procedure **"Creating Shared Value (CSV): Process Definition and Management"**

In 2021, we have planned to review the Human Rights Policy, develop and issue a policy on relations with indigenous minorities (IM), and to update some internal documents – operating instructions "Implementation of projects to support and develop local communities" and "Interaction with educational institutions".

Flow diagram of management of interaction with the local community



The Head of Sustainability is directly responsible for relations with the local communities and shapes the overall idea and approach. The Sustainability guarantees early engagement of the community with the help of special engagement initiatives (public hearings, official consultations, negotiations, complaints handling). Key performance indicators of the management team include indicators associated with implementation and assessment of projects to support and develop the local community.

Persons in charge of interaction:

- Head of Communications supervising management of interaction with local and regional mass media and communication with citizens in social networks.
- Head of Regulatory supervising the Institutional Affairs team comprising regional representatives communicating with local administrations.
- Internal Audit receiving and processing anonymous complaints, also from locals.

Moreover, any complaints from locals concerning environmental protection are handled by the Head of Environmental Group (not shown on the diagram).

Since 2019, the Strategy Committee has been operating at the Board of Directors that among other things is in charge of a strategic vision on interaction with the local communities. In 2020, the Sustainability Committee was created, it is accountable to the General Director and includes heads of functional units. The Committee influences the vision on interaction with the local communities.

We are going to further search for new possibilities in solution of social and environmental problems, combining efforts, developing new projects promoting the well-being of the local community. Besides, support of social entrepreneurship and small businesses will be a priority area because of the detrimental effect of the pandemic all over the world, especially in most vulnerable regions. We believe that supporting small entities is very important for recovery of extremely affected towns and rural areas.

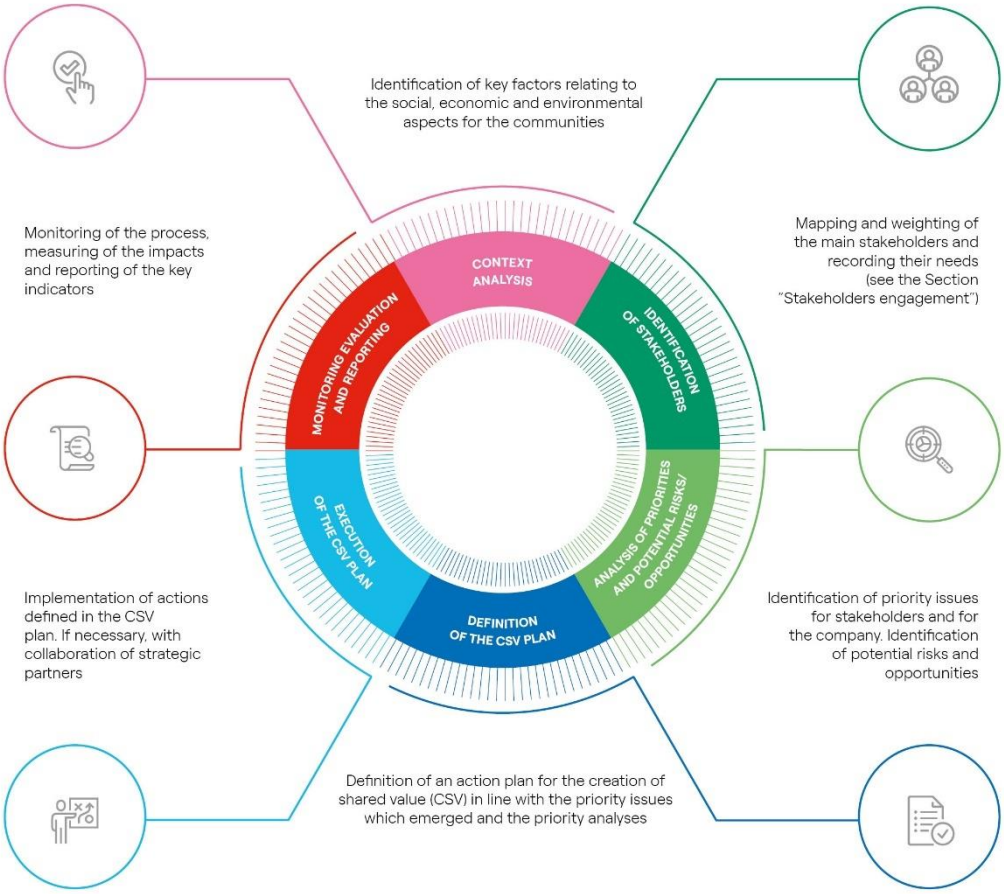
Created Shared Value

We integrated social and environmental factors into all business processes and apply the Creating Shared Value (CSV) model.

The CSV model is an important aspect of business that encourages applying innovative approaches and searching for opportunities for creating shared value for the company and its stakeholders, including the local communities. This model helps us to effectively combine increased competitiveness with improved quality of life of the local communities. CSV helps us to integrate the needs of the local community and business objectives, to focus on solving primary problems for the benefit of all parties involved.

The company applies the procedure “CSV Process Definition and Management” stipulating the obligation to implement the CSV model both at the cultural and managerial levels. The model is applied across the entire value chain including business development, engineering and construction as well as operation and maintenance.

Application of the CSV Model



Process of the CSV principle application at all value creating stages

BUSINESS DEVELOPMENT

1. Projects selection and preparation
- Preliminary analysis of the social, environment and economic context of the territory
- Risk and opportunity assessment
- Identification of stakeholders
- Preparation of the stakeholder engagement plan
  - *Preparation of the materiality matrix*
  - *Identification of the potential for CSV*

INVESTMENT COMMITTEE REVIEW

ENGINEERING AND CONSTRUCTION

1. Design
- Approval of the CSV plan
- Activation of sustainable solutions in the supply chain

2. Preparation and construction
- Information panel for the construction site
- Implementation of the CSV plan

3. Sustainable construction site
- Managing the impact on our people (company employees, representatives of contractors) and the local community
- Waste and resource management

HANDOVER TO OPERATION AND MAINTENANCE

OPERATION AND MAINTENANCE

- **Implementation of the CSV plan**
- **Implementation of the program of social support and development of the local communities**
- **Application of circular economy solutions**
- **Stakeholder engagement**
- **Community impact management, monitoring and reporting**

RETURN TO THE PREVIOUS STAGE IN CASE OF IMPLEMENTATION OF MODERNIZATION AND TECHNICAL REFURBISHMENT PROJECTS

Evaluation of the Company Impact on the Local Communities

413-1

The activity of Enel Russia as an employer, consumer of local products and services, as well as a taxpayer in the respective regions, supports local economic development (for details see "_____" Section). Enel Russia increases directly and indirectly the standard of living of the population while creating added value. The business principles of Enel Russia apply to all power plants throughout Russia. The company provides regular decent remuneration of labor for its employees and offers a compensation package, its level remains one of the most attractive in the industry and regions of presence (see Section "Human Resources and Social Policy"). Enel Russia makes regular tax payments in full. The indirect impact of our business is a contribution to the economic development of suppliers and contractors of the company (see details in the section "Sustainable Supply Chain").

Our activities have an environmental impact in the regions of presence. We aim at minimizing the negative environmental impact as well as developing voluntary environmental initiatives of the company. The company conducts continuous monitoring and reduces the existing noise load by installing new noise-absorbing equipment at the power units. Thus, since 2015, the Nevinnomysskaya GRES has been implementing a project to install silencers on the main safety valves on steam gas boilers. The project was completed in 2020. The project resulted in successful silencers installation at exhaust lines of boilers No. 4,5,5-АГПК ТГМ-96.

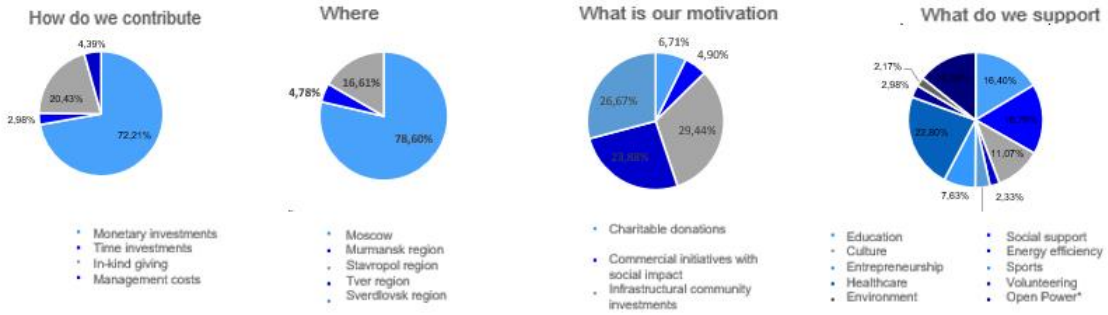
In 2020, no excess noise levels were recorded at the boundary of the sanitary protection zones and any power plant of the company. In addition, we are actively reducing emissions of pollutants and greenhouse gases into the atmosphere (see the section "Control of Air and Water Quality").

203-2

In 2020, 43 projects were implemented that covered almost 35 thousand beneficiaries, including 12 thousand of beneficiaries under COVID-19 projects, within the scope of the program of "Social Support and Development of Local Communities" and targeted initiatives. However, we are not confined to this program and implement many other projects and targeted initiatives to engage the local communities including volunteer initiatives, in-kind giving of goods and materials, and spread of the information on sustainability. The types of social investments are shown on the chart as a percentage of the costs for all projects for engaging the local communities. The total amount of all the types of projects is more than RUB 42.8 million (2019: RUB 55 million). Reduction in social investments vs. 2019 resulted from sale of Reftinskaya GRES property and termination of social support and development programs for the local communities in this area (see Coal Phase-Out).

203-1

Social investments*

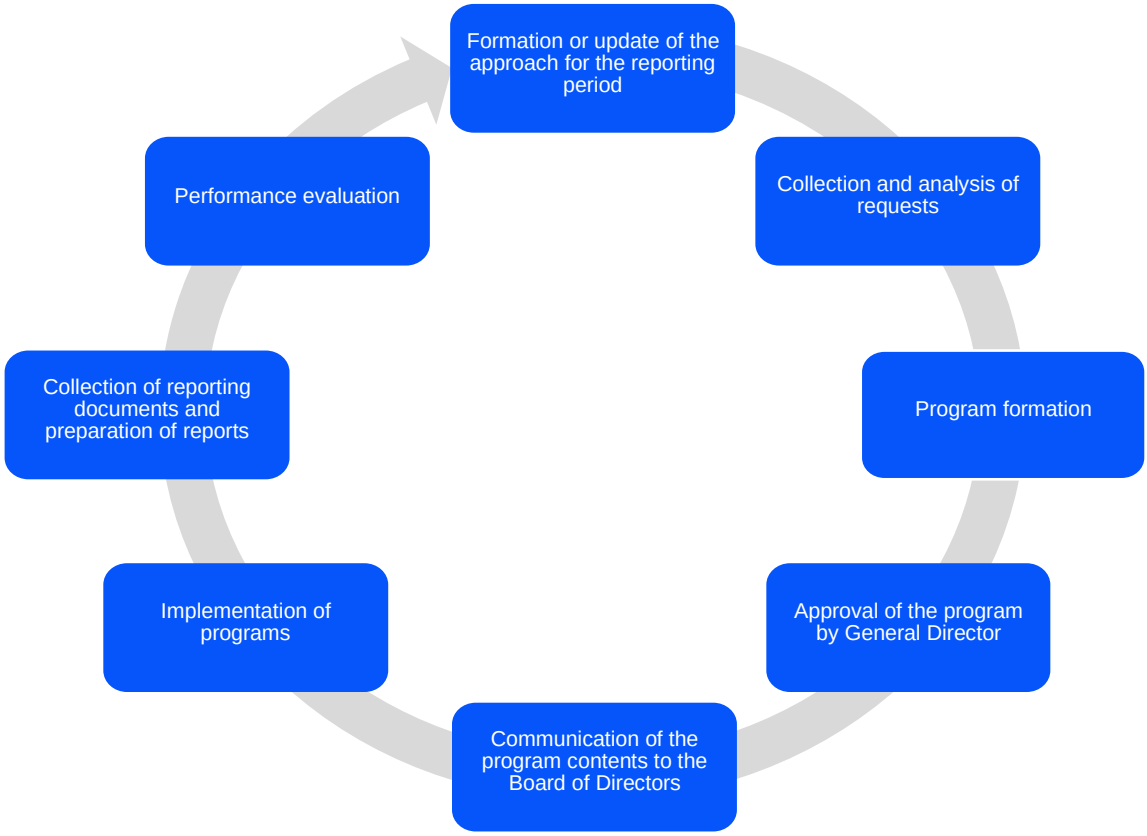


*The data was analysed using the Business for Societal Impact (B4SI) methodology. The charitable purposes mean one-time support in response to the needs of stakeholders or response to external events. Business for Societal Impact (B4SI) considers them to be traditional charity but we mean by this category the program "Social Support and Development of Local Communities" and other initiatives for supporting the local communities. See details on our approach in the section "Created Shared Value". By infrastructure social investments we mean long-term strategic participation and partnership for solving social challenges in the territory of presence. In future reporting periods, we aim at boosting up the share of such projects. The social initiatives for brand promotion comprise social or awareness events related to strengthening of the company's reputation as a reliable community partner and to spread knowledge about sustainability.

Program of Social Support and Development of Local Communities

The program of "Social Support and Development of Local Communities" is the main tool for the social and economic development of the regions of the presence and involvement of the local communities.

The process of the Program implementation



The program of “Social Support and Development of Local Communities” is formed concerning the needs and stakeholders’ priorities as well as the company's plans for the reporting period. The social investments are planned through dialogue and close cooperation with local administrations that ensures a better understanding of the social and economic context of the regions and develops efficient and relevant joint projects, encouraging the development of the local communities and creating sustainable long-term shared value through a combination of efforts.

The main directions of projects

Health: Purchase of medical and sports equipment, refurbishment of sports infrastructure	**SDG 3**
Education: Repair and purchase of equipment for educational institutions, scholarships to the best students and teachers	**SDG 4**
Energy efficiency: replacement of lighting equipment in social institutions to improve energy efficiency and compliance with international standards	**SDG 7**
Economic inclusion: promoting the inclusion of people with disabilities in the workplace	**SDG 8**
Development of cities and settlements: implementation of infrastructure projects in the territories of the company’s presence	**SDG 11**

Operating Instruction “On Charity and Social Activities” determines the principles for the formation of the program and directions of assistance. Also, the content of the program is related to the UN Sustainable Development Goals. We prioritize and identify the relevant SDGs following the Sustainability Plan.

Preference is given to integrated and long-term cooperation and projects with potential for the development of urban ecosystems.

The analysis of project performance comprises an important stage in the implementation of the program. To do this, we use a special IT platform that is common to all Enel Group companies. We evaluate each completed project according to the following criteria

Criteria for the evaluation of projects

For the selected projects, we use the procedure for evaluation of the economic efficiency of social investments. In 2020 we selected 11 projects for conducting the economic evaluation. Based on the evaluation, we can analyze the preliminary results of project implementation from an economic perspective within the medium-term. We calculate the total created value for the company and local communities in monetary terms. Moreover, we consider several additional factors affecting the project performance: equipment life, depreciation, administrative expenses and alternative costs, inflation, etc. In the future, we intend to expand the use of this calculation.

The final stage of the program implementation is a documentary audit of our partners. We collect and analyze the reporting documents to ensure transparency, validity and reliability of the program results.

A regular evaluation of the program efficiency allows us to monitor its compliance with the company's strategy, measure its contribution to the social and economic development of the regions and, if necessary, adjust the approach promptly. The evaluation results are taken into account when planning the activities on social support and development of local communities for the next reporting period.

The full version of the program for 2020

https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/%D0%91%D0%BB%D0%B0%D0%B3%D0%BE%D1%82%D0%B2%D0%BE%D1%80%D0%B8%D1%82%D0%B5%D0%BB%D1%8C%D0%BD%D0%B0%D1%8F%20%D0%BF%D1%80%D0%BE%D0%B3%D1%80%D0%B0%D0%BC%D0%BC%D0%B0%20%D0%9F%D0%90%D0%9E%20%D0%AD%D0%BD%D0%B5%D0%BB%20%D0%A0%D0%BE%D1%81%D1%81%D0%B8%D1%8F%20%D0%BD%D0%B0%202020%20%D0%B3..pdf

In 2020, we adjusted the initially approved program for 2020 because of the challenges caused by the COVID-19 crisis. For more details, please see “Selected Social Projects”.
According to the Sustainability Plan, a pilot project in 2021 will be launch of a grant system for support of social projects in the area of the company’s presence. The main objective of this initiative will be support and communication with local social entrepreneurs. Within the scope of this program we are going to engage company’s employees who will be able to take part and propose initiatives of the local communities for discussion.

Selected Social Projects

In 2020, because of the global coronavirus pandemic and in addition to traditional projects in education, social sphere and healthcare, the company paid much attention to support of the areas of our presence in containment of the spread of COVID-19. We implemented 6 projects and covered over 12,000 direct beneficiaries.

Disinfection of Public Areas in Nevinnomyssk

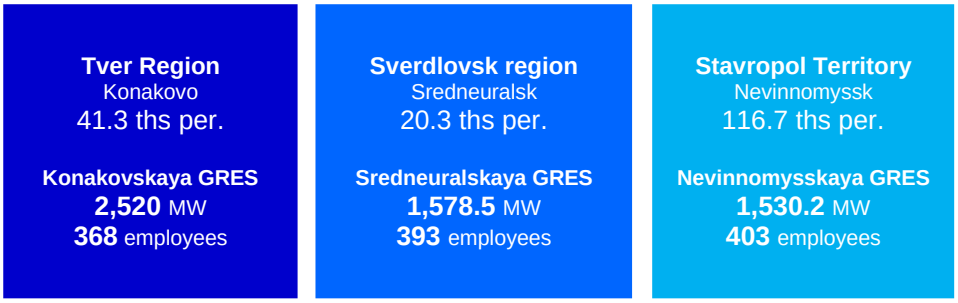
Despite introduction of restrictions and isolation for many population groups (people over 65 years old, persons with chronic diseases, etc.) and closure of a lot of public places (shopping centres, cinemas, etc.), streets, stops and other like places became places of increased risk. For mass disinfection we purchased and delivered specialised mobile disinfection equipment for the Nevinnomyssk Municipality free of charge: a dust control pump and portable spryer bags. This equipment can be used in municipal services when the pandemic is over.

Food provision for checkpoint staff in Konakovo

Because of the vicinity to Moscow with the highest numbers of new COVID-19 cases during first weeks and months, in order to protect urban population and to ensure uninterrupted operation of a strategically important industrial facility – Konakovskaya GRES, Tver Regional Government restricted entry to Konakovo of persons without permanent or temporary registration there. Special checkpoints were organised at all major access roads to and from the city. To support the Municipality, we arranged for delivery of three-course meals for checkpoint staff and engaged a contractor in charge of catering at Konakovskaya GRES. Thus, our contractor had a source of extra orders and additional income during this challenging time, when restrictions were imposed upon catering companies, and the power plant headcount was minimal as a result of working from home.

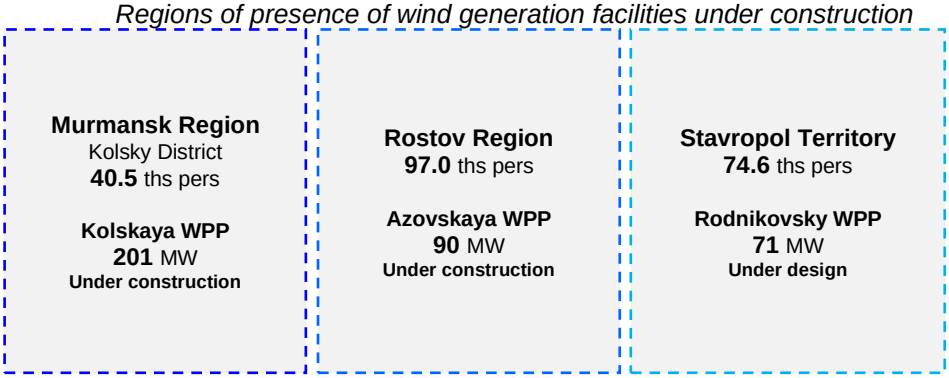
Contribution to the Development of the Regions of Presence

As a large employer, we have a direct impact on the economic and social development of the regions where we operate.



Regions of presence of company power plants

Regions of presence of wind generation facilities under construction



Tver Region

One of the largest thermal power plants in the Central part of Russia - Konakovskaya GRES - is located in the Tver Region, nearby Konakovo town, where about 41.3 thousand people live. There are 27 pre-primary, 31 general education and 7 institutions of additional education and 2 medical institutions in the territory of Konakovo town and Konakovo district.

Enel Russia has operated the power plant since 2007. During this time, establishment of strong partnerships was possible with the local administration, educational and healthcare institutions of the town. For example, the company has cooperated for more than 8 years with Konakovo Energy College (a branch of the Moscow Power Engineering Institute in the town of Konakovo).

We implemented 14 projects in total in 2020 in the Tver region (including anti-Covid measures). They were intended to improvement of the quality and efficiency of educational and medical services, promotion of healthy lifestyles and energy efficiency. The projects covered more than 8 thousand direct beneficiaries.

Projects implemented in the Tver region

Health	SDG 3	3 projects
Education	SDG 4	6 projects
Energye efficiency	SDG 7	2 projects
Development of cities and settlements	SDG 11	3 projects

Selected project in Tver Region for 2020: street lighting system modernisation

In 2020, we launched a street lighting modernisation project in Konakovo in cooperation with Konakovo City Administration. The aim of the project is to replace old street lamps with new economic and more efficient LED fixtures. The project will continue in 2021.

Stavropol Region

Nevinnomysskaya GRES, a federal power plant located in Nevinnomyssk, Stavropol Territory, North Caucasian Federal District, has been a power plant of Enel Russia for 14 years.

More than 116.7 thousand people live in Nevinnomyssk. The system of pre-primary, general and additional education of the town is represented by more than 50 educational institutions, both public and private, including 35 pre-primary educational institutions, 18 general educational institutions, 7 additional education establishments. There are 11 medical institutions in the territory of the urban district of the town of Nevinnomyssk.

We completed 10 projects in various areas during the reporting period including anti-pandemic measures in response to request of the Town Administration. About 13.5 thousand people became beneficiaries of the projects in the Stavropol Territory.

Projects implemented in the Stavropol Region

Health	SDG 3	4 projects
Education	SDG 4	2 projects
Development of cities and settlements	SDG 11	4 projects

Selected project in the Stavropol Territory for 2020: acquisition of medical equipment for the children's unit of Nevinnomyssk dental clinic.

Dentistry is a hi-tech area. Timely monitoring and formation of adequate dental care habits from the early childhood is essential for good and health teeth in adulthood. Efficient, safe, modern dental equipment helps in fighting fear in children and forming the right foundation for years to come.

Sverdlovsk Region

After the sale of Reftinskaya GRES in 2019, the company controls only its gas assets located not far from Yekaterinburg – Sredneuralskaya GRES. The population of Sredneuralsk is approx. 20.3 ths people. Also, Sredneuralskaya GRES is an important part of the heating and hot water supply system (approx. 30% of

total consumption) of the regional capital – Yekaterinburg with its population of about 1.5 million people. Pre-school, general and additional education in Sredneuralsk comprises 7 pre-school settings (one of them has three branches), 4 secondary education establishments, 3 additional education centres (2 cultural and 1 sporting centre). Sredneuralsk has 7 medical institutions: various services and branches of Verkhne-Pyshminskaya Central City Hospital. In the Sverdlovsk Region, the company has been actively cooperating with secondary specialized colleges and establishments of higher education: Yekaterinburg Energy College and Ural Energy Institute of the Ural Federal Institute named after the First President of the Russian Federation B.N. Eltsyn.

The company has been actively cooperating with the Government and Municipality of the Sverdlovsk Region. Within the scope of the social support and development of the local communities in the Sverdlovsk Region, the company completed 9 projects for over 2,900 direct beneficiaries.

Projects implemented in the Sverdlovsk Region

Health:	**SDG 3**		**1 project**
Education	**SDG 4**		**7 projects**
Development of cities and settlements	**SDG 11**		**1 project**

Selected projects in the Sverdlovsk Region for 2020:

equipment for interschool humanities and IT centre "Growth point" in School No. 6

In cooperation with Sredneuralsk Administration and regional authorities the company created in school No. 6 of Sredneuralsk a specialised interschool centre within the scope of the federal project "Education" in order to implement various additional educational programs in humanities and IT, as well as educational initiatives.

New regions

The company aims at establishing strong and reliable partnership with stakeholders in Azov area (Rostov Region) and Kola area (Murmansk Region). We are amidst active fruitful cooperation with local authorities, local NGOs and social institutions in the areas, where Enel Russia is implementing RES projects. All in all, social projects in new regions of the company presence covered approx. 6.3 ths direct beneficiaries.
In 2020, in cooperation with heads of Kugey, Margaritovo and Aleksandrovka settlements of Azov district we implemented a number of initiatives to create comfortable public environment by modernising parking areas in the three settlements within the scope of the program "Support and development of the local communities".
In 2020 in Kola district of the Murmansk Region we implemented initiatives to improve attractiveness of the region for tourists. This area was chosen purposefully as the Murmansk Region Government has been actively working on the concept of industrial, eventful ecological tourism. For this purpose, the company presented an interactive flip chart and a laptop to Kola City Museum. Unfortunately, due to domestic and global restrictions, some initiatives are still not implemented, but they were not cancelled and will continue in 2021. These include the Russian Kiting Championship planned for March of 2021. At the same time to make kiting a popular sport in the region, we helped to buy training equipment (kites and protective equipment) for children and adolescents.
In 2019, the company won the tender for construction of Rodnikovsky WPP in the Stavropol Territory at this stage of business development, we conducted a deep social, environmental and economic context analysis and prepared a preliminary CSV plan that will be updated and implemented concurrently with construction commencement. We hope for extended efficient cooperation with social partners in Kochubeevskoye district of the Stavropol Territory, a region where the company has already implemented many projects to support the local authority in Nevinnomyssk where Nevinnomysskaya GRES is located.

Sustainable Supply Chain

102-9 103-1 103-2 103-3

"We are focused on transparent procurement, fair competition, trusted partnership, compliance of all parties with the relevant health, safety, environment and quality standards. We are aware that all suppliers of goods, works and services must share our commitment to sustainability at all levels in order to follow the sustainable procurement development pattern. Therefore, we arrange the work based on principles of trust, openness and involvement, and support communication channels that provide continuous two-way communication".

Anton Grinkiv
Head of Procurement

Material topic		**SUSTAINABLE SUPPLY CHAIN**	
Key figures 2020		**89% *** **of the total value of contracts are signed with contractors that are qualified, among others, in sustainability**	
		Price dynamics through 2023	**SDG**
NEW	Qualified suppliers assessed in health and safety for all procurement groups, %	89 (2020), 100 (2021), 100 (2022), 100 (2023)	
NEW	Qualified suppliers assessed in environmental topics for all procurement groups, %	89 (2020), 100 (2021), 100 (2022), 100 (2023)	
NEW	Qualified suppliers assessed in human rights and ethics for all procurement groups, %	89 (2020), 100 (2021), 100 (2022), 100 (2023)	
NEW	Increase in the number of tenders with use of the sustainability criteria (K factor), % of overall tenders*	85 (2020), 70 (2021), 70 (2022), 80 (2023)	

* *Spot procurement, direct awarding and consulting services are excluded from the calculation perimeter. This KPI had a target value of 50% in 2020, actually surpassed by a factor of 1.5.*

Creation and development of a sustainable supply chain is one of the most important tasks and top priorities of our company. We develop and extend our supplier selection model, focusing both on competitive prices and technical acceptability of potential counterparties, and also on their reliability and sustainability. We are committed to minimizing potential procurement risks seeking to build long-term strong relations with our suppliers. For risk assessment and mitigation, we always carry out suppliers qualification before partnership and suppliers assessment once we have some partnership results.

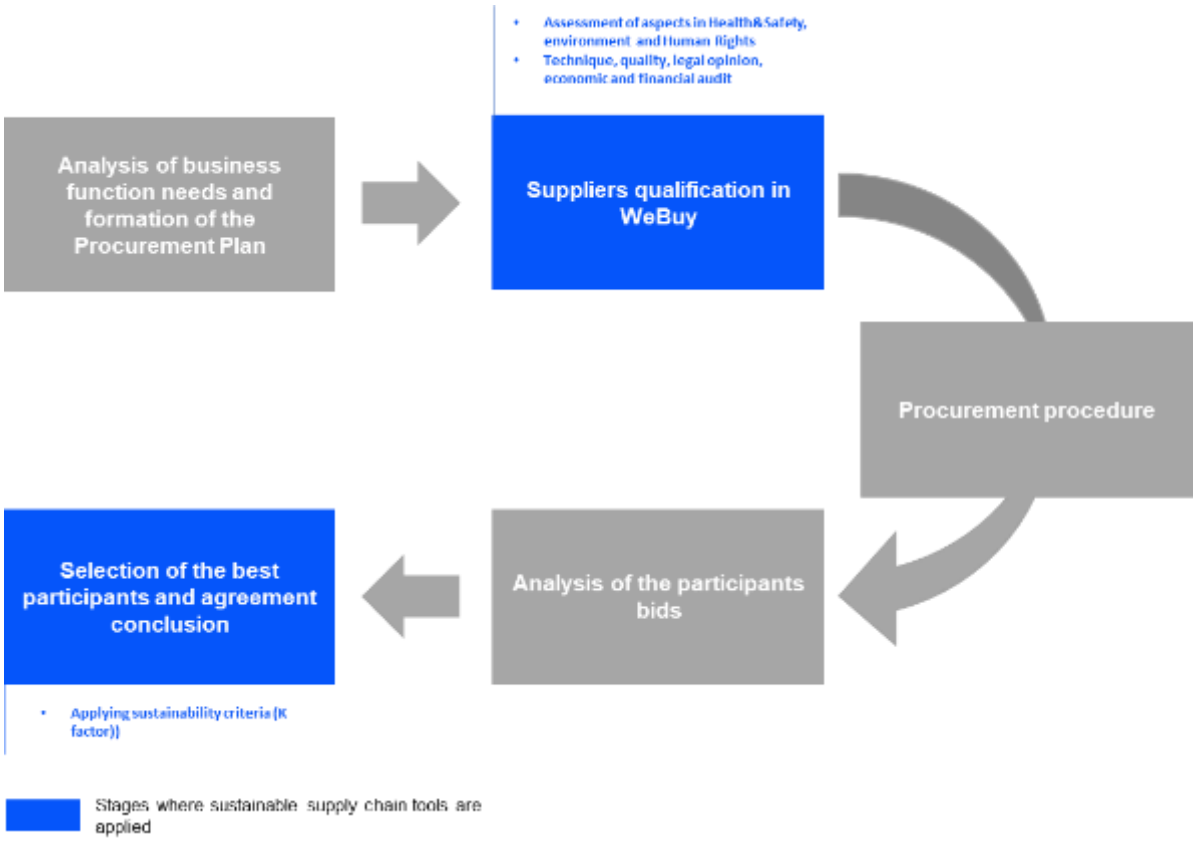
Management Approach

The Procurement Department seeks to maximize the creation of business value in various forms: quality, timeliness, safety, performance, risk reduction. For that purpose, we constantly expand the professional competencies of the procurement unit employees and apply new process designs.
The following main internal documents regulate procurement activities:

- Procurement Policy of PJSC Enel Russia that defines the roles, responsibilities and methods for procurement management of the materials, works and services. This Policy is applied to ensure transparent procurement and economically justified procurement costs.
- Vendor Rating procedure of PJSC Enel Russia specifies the roles, responsibilities and criteria for the supplier assessment process in order to apply a unified methodology of assessment when implementing the required measures for suppliers incentivization and improvement;
- Suppliers Qualification procedure of PJSC Enel Russia defines the criteria and methods for suppliers selection ;
- Procurement and Management of Consulting Services procedure of PJSC Enel Russia and Procurement and Management of Consulting and Professional Services in relations with Government Agencies, Business Development, Mergers and Acquisitions procedure of PJSC Enel Russia define the process of authorization of procurement of consulting and professional services;
- Delegated Procurement procedure of PJSC Enel Russia defines the roles and responsibilities of all company units involved in the delegated procurement process.

The key players in the supply chain are manufacturing contractors, distributors, suppliers and retailers. Supply of rolled metal products, piping details, fittings, heating surfaces is a priority to meet the production needs. These purchases account for about half of the budget. The share of Russian companies among our contractors is 97%. Offices, production sites of our contractors are located both in the regions of presence of Enel Russia and in other regions of the Russian Federation.

The process of goods, materials and services procurement



Key initiatives and projects in 2020

102-10

Adoption of WeBuy platform

During the period from December 2019 till October 2020, we had gradually transferred our procurement activities to new platform WeBuy designed for tenders, collection of reporting documents, assessment and qualification of suppliers. This platform is used in all countries of Enel Group presence and aimed at simplification, standardization and unification of the procurement process. WeBuy allows to hold tenders in a structured and effective manner and makes the procurement process more open and transparent. Participation of Russian suppliers in the procurement procedures, as well as supplier qualification, are free of charge.

Supplier qualification process

The target indicator for 2020 is signing of contracts for **70%** of the total negotiated amount with qualified suppliers.

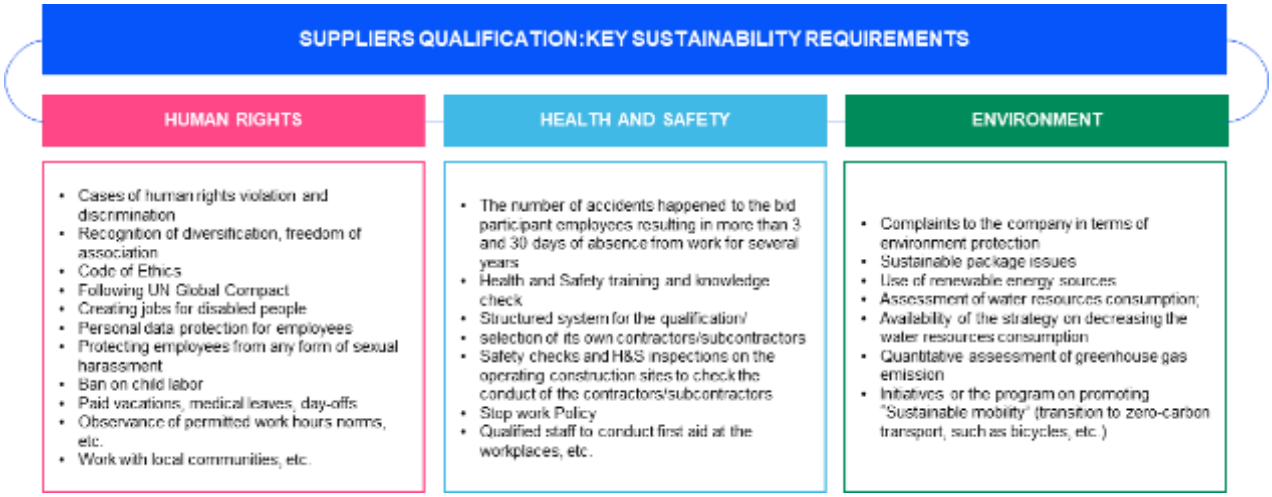
The result achieved in 2020 is contracts for **89%** of the total negotiated amount signed with qualified suppliers.

In 2020, the supplier qualification process changed significantly. The qualification period was extended from 3 to 5 years. In addition, we have set the rule according to which a company, willing to participate in the procurement procedures, shall register on WeBuy platform and submit its application for qualification within the merchandise group related to the purchase subject.

Merchandise groups are identifiers for functionally related materials, works and services that are relevant for Enel Russia. As a result of standardized classification, we are able to arrange the supplier qualification process and set unified requirements applicable to suppliers depending on the area of collaboration. The open, clear criteria for suppliers assessment provide for transparent selection.

The qualification process is the first stage of interaction between Enel Russia and a supplier. We follow responsible approach for selection of our suppliers and carry out thorough expert examinations for all areas that are crutialfor our Company. As part of suppliers qualification, we check their business reputation, financial and economical performance and technical compliance, as well as evaluate companies with regards to sustainability aspects: health and safety, environment, social responsibility, including human rights aspects. We assess risks related to suppliers' activities both within the framework of cooperation with Enel Russia and within those related to cooperation with other companies on the market.

By applying the qualification procedure, we create a pool of reliable counterparties, and this has a positive impact on the procurement process with respect to procurement lead times, as well as quality of provided services and works.



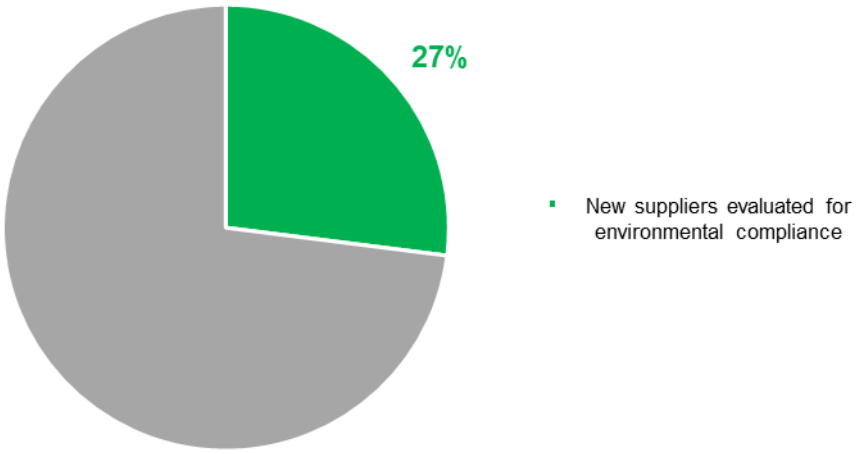
308-1, 308-2

At the stage of environmental qualification, suppliers are assigned risk level depending on the merchandise group. The personnel of the Environmental Group additionally analyzes the suppliers with medium or high-risk level. For the reporting year, environmental assessment was performed for 140 suppliers in total, both current ones and those under contracts signed in 2020. The Environmental Group analyzed 120 of them,

two suppliers were included into a high-risk category. These suppliers have successfully passed the additional check by the environmental specialists, with no necessary improvements to be adopted.

In 2020, the Company signed contracts with 277 suppliers, 76 of them passed environmental qualification.

New suppliers evaluated for environmental compliance



Application of the sustainability criteria

In 2020, the Company started to implement the project for application of the Sustainability K-factors at the tender stage. It lies in the fact that, when submitting its bid for participation in tender, a company shall additionally declare availability of sustainable practices which can be advantageous when the company's bid is examined. The initiatives included in Sustainability K are placed into a special catalogue that is subject to regular review. . The employees of the sustainability department are involved in this process to evaluate suppliers' sustainability practices.

Suppliers' activity assessment

In 2019, the Company launched the suppliers assessment process (Supplier Performance Management). One of the tools used in this process is Track&Rate application. This is an innovative digital application that allows to evaluate performance of suppliers and contractors immediately during the process of interaction with them. It runs on the devices of any type (smartphone, tablet, PC) and allows to register all events (both negative and positive ones) related to material supplies and/or services provision in order to assess the quality of work with contractors. Collected information is used as the input data for the Supplier Performance Management process. The assessment system allows using the unified methodology for analysis of our counterparties' performance, as well as gives the opportunity to collect and show suppliers data in a dynamic manner, using the following criteria: safety, quality, timeliness of supply, innovative approach, environment and local community engagement, as well as the principles of human rights respect. A Procurement employee or requesting unit is allowed to participate in the arrangement of such feedback. The employees of the Health, Safety, Environment and Quality Group may provide their feedback individually.

In 2020, Procurement employees actively participated in the suppliers assessment process, whereas only representatives of various business functions had taken part in this process earlier. Based on the results of 2020, more than 90% of contracts have been evaluated with the use of Track&Rate application. In 2020, we put an important emphasis on the necessity to evaluate contracts along their entire life cycle, thus providing grounds for making right and grounded decisions with respect to further cooperation with suppliers. The suppliers assessment process is closely related to the qualification process, as the company's rating affects its qualification status.

Reliability of our suppliers is an important component of success and sustainability of the supply chain, so we seek to monitor the activities of our suppliers on a regular basis in order to improve their indicators of quality, safety and contract performance effectiveness, as well as to reduce the risks of improper contract performance.

Support to local suppliers

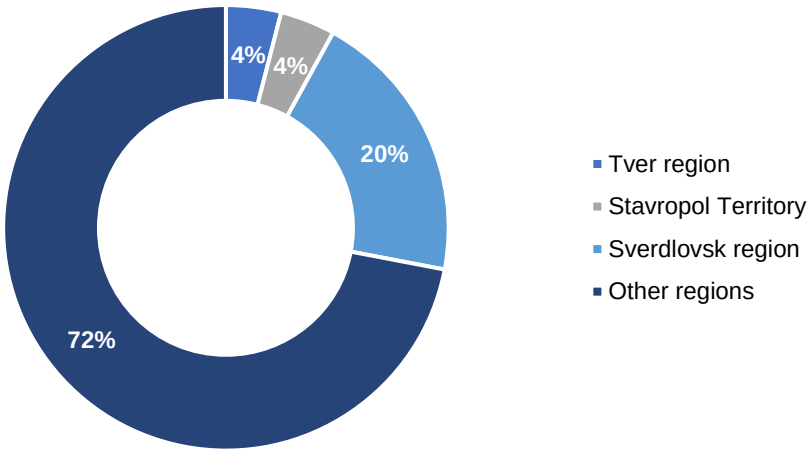
204-1

We are aware of our economic impact on the regions where we operate. By procuring goods and services from local suppliers, we develop their business. We seek to support the local suppliers in the regions of presence of the key business assets of Enel Russia:

- Tver Region;
- Stavropol Region;
- Sverdlovsk Region.

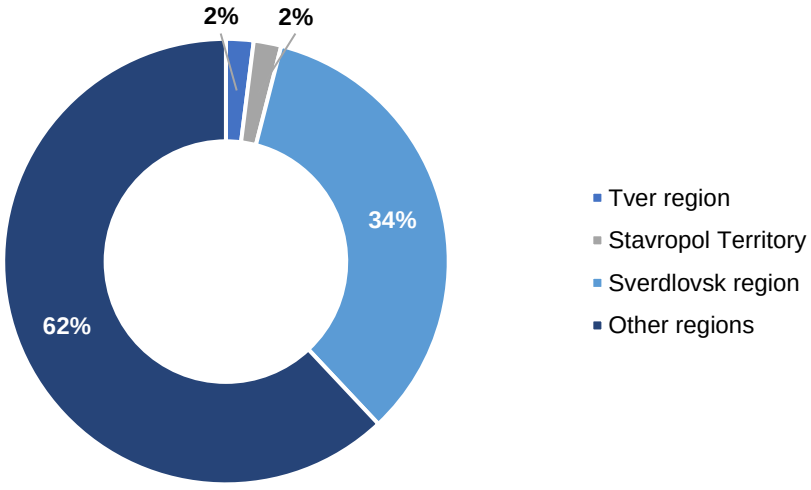
The percentage of local suppliers in the total number of the Company's suppliers was 28% in 2020. The proportion of spending on local suppliers in the total procurement budget was 38%.

Percentage of local suppliers in the total number of suppliers by the regions of presence



**More than 53% in category "Other regions" is constituted by the suppliers from Moscow and the Moscow Region.*

Share of costs on local suppliers in the total procurement budget by the regions of presence



**More than 63% in category "Other regions" is constituted by the suppliers from Moscow and the Moscow Region*

Business and Management

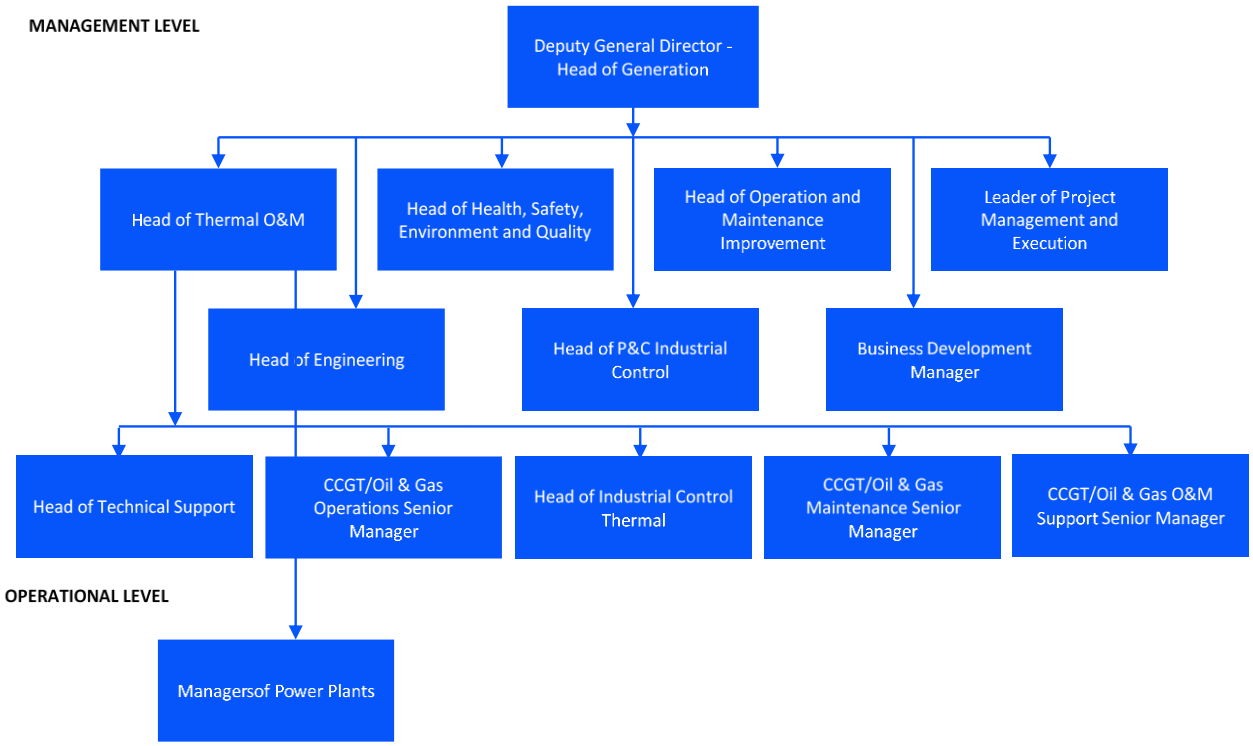
Management of the generation equipment fleet

In Enel Russia, the Thermal Generation is responsible for managing the generation fleet.

At the management level, it is responsible for coordinating of operation and maintenance, improving efficiency, modernization, new construction and decommissioning of equipment.

At the operational level, it is responsible for the production of the required amount of electric, thermal power and capacity, keeping the generating equipment in good repair, in accordance with health, safety, environment and quality requirements.

Generation organizational structure



Directorates that are part of the Generation and their functions:

BUSINESS DEVELOPMENT GAS GENERATION	Participates in the formation of a medium- and long-term strategy for managing generating assets in terms of potential modernization projects and new construction initiatives
ENGINEERING	Ensures the development of new construction and modernization projects, managing all engineering activities at the pre-development stage of the project
PROJECT MANAGEMENT AND EXECUTION	Coordinates engineering, construction and design activities in the implementation of new construction and modernization projects.
OPERATION AND MAINTENANCE	
Technical Support	Responsible for the analysis of significant technical problems and equipment failures, provides recommendations for their elimination

Maintenance Thermal	Prepares the equipment maintenance program, analyzes the works performed, develops measures to optimize processes
Operations Thermal	Coordinates the equipment operation process, responsible for development and taking of improvement measures
Industrial Control Thermal	Manages the process of authorizing projects aimed at improving the efficiency of equipment operation, its safe operation, introduction of new technologies, monitors projects implementation within the established budget, as well as plans and monitors production indicators
O&M Support Thermal	Ensures timely procurement of materials, works and services in accordance with the needs arising during equipment operation and maintenance within the budget, according to the company's internal documents
OPERATION AND MAINTENANCE IMPROVEMENT	Analyzes the equipment performance, develops initiatives to improve its efficiency (availability, fuel consumption and load factor)
HEALTH, SAFETY, ENVIRONMENT AND QUALITY	Responsible for achieving the health, safety, environment and quality goals. For more information, see the section "Health and safety".
INDUSTRIAL P&C THERMAL GENERATION	Controls the implementation of the production program in terms of timely and full budget development for equipment operation and maintenance, as well as its modernization and new construction projects
POWER PLANTS	Responsible for operation and maintenance of generating equipment in accordance with the production program, health, safety, environment and quality requirements. Develop and take measures to improve production efficiency.

There are also official annual plans for major equipment maintenance for each power plant that are formed by the Generation, approved by the Head of Generation and the Head of Energy Management. The final versions of the plans are submitted to the System Operator. Another tool for power generation planning and asset management is the long-term plan that is formed for each power plant of the company for a period of 3, 5 and 10 years.

The company has approved an official strategic plan for asset management. Factors such as the macroeconomic context, electricity market trends and changes in laws are considered to analyze and develop potential directions for asset development. Planning horizons for the strategic capacity development plan are 2025 and 2030. Until 2025, the plan includes detailed information about development of Enel Russia's generating assets with a detailed analysis for each power unit.

This plan was developed by Enel Russia, agreed by the General Director and approved at the level of Enel Group. The Strategic Asset Management Plan is updated annually to comply with the company's business plan.

Operational efficiency

103-1 103-2 103-3

We develop the energy business in Russia using the best international practices. "The Company strives to use its resources rationally and optimize the business processes through the use of new technologies and digitalization. At the same time, we try to maximize the operational efficiency of operation, capital construction and technical refurbishment of assets"

Andrey Podsvirov
Head of Operational Performance Optimization

Material topic	OPERATIONAL EFFICIENCY
Results of 2020	**OVER 560 IDEAS ON IMPROVEMENTS** COLLECTED FROM EMPLOYEES, 42% OF WHICH WERE IMPLEMENTED

Goals and initiatives in dynamics till 2023			SDGs
COVID	Fuel consumption reduction (g/kWh)	320,9 (2019); 307,8 (2020); 300,9 (2021); 297,9 (2022); 295,5 (2023)	

Operational efficiency combines the aspects related to the rational use of the company's internal resources. We enhance availability of the generating equipment, reduce the specific fuel consumption for electricity and heat supply, abate the consumption of cooling water, and improve compliance with health and safety, environment and quality requirements.

The main documents that we use to manage operational efficiency:

MANAGEMENT OF SPECIFIC FUEL CONSUMPTION	INFORMATION AND ANALYSIS OF EQUIPMENT UNAVAILABILITY EVENTS	ENERGY PLANNING AND AUDIT
Regulates the activities for the analysis of actual indicators of fuel consumption, formation of control actions, development of measures to reduce fuel consumption during operation and maintenance of equipment	Determines the measures to be taken by the units and the monitoring and diagnostic center to analyze and verify the actual effectiveness of the decision taken following an unavailability event of the generating equipment.	Regulates activities for analysis and planning in order to improve the level of power plant energy efficiency

Deputy General Director - Head of Generation is responsible for operational efficiency. There are several main divisions in the generation that constantly interact to improve processes, increase operational efficiency and ensure compliance with health, safety, environmental and quality standards (see the section "Generating Equipment Fleet Management"). Head of Operational Performance Optimization is responsible for achieving KPI's and implementing initiatives to reduce energy consumption.

One of the key indicators of operational efficiency is improvement of the fuel consumtion indicator value (heat rate). Our goal is to reduce consumption in 2021 to 300.9 g/kW·h and bring it down to 295.5 g/kW·h in 2023 (see the section "Sustainable Development Plan for 2021-2023").

Increase of operational efficiency

The company has an integrated improvement system, through which employees can submit their proposals for improving the operation of the power plant, simplifying, optimizing and increasing safety of the processes. A separate section is also allocated for ideas and proposals for the sustainable development and the creation of shared value. To evaluate and select proposals, special cross-functional committees were formed with the participation of experts in operation, maintenance, health and safety, information technology, and so on. In 2020, about 560 improvement ideas were collected, 42% of which were implemented. The best proposals were submitted for the annual Enel Group contest - PowerG.

Within the project launched in 2020 on the use of robotic systems and advanced means of remote control at the operation and maintenance stage, we purchased unmanned aerial vehicles, smart glasses, and trained the personnel of the power plants. We expect that these initiatives will help us improve the safety of our employees and contractors during performance of hazardous work and speed up the day-to-day inspection of equipment, buildings and structures in 2021.

We introduce modern methods of processing large data arrays, machine learning technologies in production. For example, in 2020, we continued the development of the Heat Rate information system expanding its functionality in terms of monitoring equipment operation, fixing deviations of technical and economic indicators from optimal values and the causes of their occurrence.

Each power plant has expert teams to review the causes of equipment defects that affect the fuel consumotion, and to plan activities for their elimination and monitoring.

In the reporting period, we completed the implementation of a unified information system within Enel Group perimeter that allows performing tasks on the annual and long-term planning of equipment maintenance, manage equipment unavailability events and carry out analysis to improve its operational efficiency.

In 2020, Sredneuralskaya GRES successfully underwent an internal audit for compliance with the requirements of the international standard ISO 50001 "Energy Management Systems". In 2021, an external energy management audit is planned at Nevinnomysskaya GRES.

Consumption of energy sources

302-1

The fuel consumption structure of the company

Fuel type, unit of measurement	2017*	2018	2019	2020	2020 against 2019
Gas, thousand m^3	6 233 199	5,982,214	5,496,685	5,321,496	-3.2%
Coal, tons	11 605 809	11,475,102	8,217,757	0	-100%
Fuel oil**, tons	37 457	26,582	20,912	9,456	-54.8%

**The data for 2017 was updated compare to the data presented in the previous annual reports.*
*** The share of fuel oil in the fuel balance in 2019–2020 decreased from 0.264% to 0.212%.*

The structure of fuel consumption for each plant is presented in the appendix “Composition of Generating Capacities and Structure of Fuel Consumption”.

Change in the volume of fuel burned in 2020 compared to 2019

Power plant	Change in the volume of burned fuel (type of fuel)
Konakovskaya GRES	+ 4.8% (gas)
Nevinnomysskaya GRES	- 3.7% (gas)
Reftinskaya GRES	- 100% (coal) *
Sredneuralskaya GRES	- 9.4% (gas)

The decrease was due to the sale of Reftinskaya GRES (see “Exiting the Coal Generation” for more details).

Volume of other energy resources used in 2020

Name	Volume
Electricity used by the company	1022,48 GWh
Diesel fuel	25,1 thousand liters
Gasoline	29,6 thousand liters

Cost of energy resources consumed in 2020, thousand rubles

Name	*Cost*
Natural gas	24 029 671,20
Fuel oil	82 943,77
Electricity used by the company	1 266 713,17
Diesel fuel	1 012,49
Gasoline	1 127,20

Indicators of energy intensity, energy efficiency

302-3

The heat rate (HR) in fuel equivalent for electricity generation in 2020 amounted to 307.8 g/kW·h. The calculation of this indicator takes into account the generated energy minus auxiliary consumption.

The heat rate for electricity and heat production (non-renewable sources)

Indicator	Unit of measurement	2017	2018	2019	2020*
Heat rate for electricity production (gas + coal)	g/kW·h	329,93	326.97	320.98	307.8
Heat rate for heat production (gas + coal)	kg/Gcal	160,34	161.48	159.4	165.23

The calculation of the indicator for 2020 does not include energy generated of coal due to the sale of Reftinskaya GRES (see "Exiting the Coal Generation" for more details).

Auxiliary consumption of energy and heat

Indicator	Unit of measurement	2017	2018	2019	2020
The auxiliary consumption for generation of power and heat, in % of the total volume of power	%	5,2	5.0	5.2	5.4
Auxiliary consumption of energy	bln kW·h	2,201	2.122	1.766	1.023
Auxiliary consumption of heat	ths Gcal	10,5	11.0	8.2	5.4

In 2020, we continued to implement a number of initiatives to reduce the heat rate for each power plant, as part of our efforts to increase operational efficiency (see the subsection "Increase of Operational Efficiency" for details).

302-4

Initiatives to reduce consumption of energy resources in 2020

Initiative description	Technology	Power plant	Consumption reduction in tons of reference fuel
Replacement of pressure reducing and desuperheating stations of boilers of the 2nd stage and modernization of low pressure preheater 4 of power unit No. 11	Gas	**Sredneuralskaya GRES**	35.97
Modernization of CCGT-410	Gas	**Nevinnomysskaya GRES**	2317.20

Initiative description	Technology	Power plant	Consumption reduction in tons of reference fuel
Technical refurbishment of power unit No.1. Technical refurbishment of the lighting network of the power plant	Gas	**Konakovskaya GRES**	255.90
Total saved power, tons of reference fuel	**2,609.07**		

Innovation and digital transformation

103-1 103-2 103-3

Innovative approach to technologies

"For us, digital capacity build up focuses on business development, improving production efficiency and accelerating employee interaction, so it is extremely important to be able not only to adapt and improve existing technologies, platforms and services, but also to find and master digital solutions to meet the challenges that our company and employees face".
Sergey Rozenberg
Head of Digital Solutions

Material topic	**NEW TECHNOLOGIES AND SOLUTIONS**		
Results 2020	**MORE THAN 900 USERS** **WERE TRANSFERRED TO SMART WORK WITHIN 2 WEEKS**		
Goals and initiatives dynamics up to 2023			**SDGs**
COVID	Sharing of digital skills among employees, %	28 (2019), 28 (2020), 72 (2021), 70 (2022), 80 (2023)	
NEW	Use of resources (paper, electricity) and waste	Reduction of paper consumption by 20% and paper waste by 10% Reduction of electricity consumption through the use of cloud-based data centers	
NEW	Digitalization to reduce CO2	Implementation of communication services and development of digital initiatives that can reduce CO2 emissions (video communication, collaboration platforms, correspondence services)	

Management approach

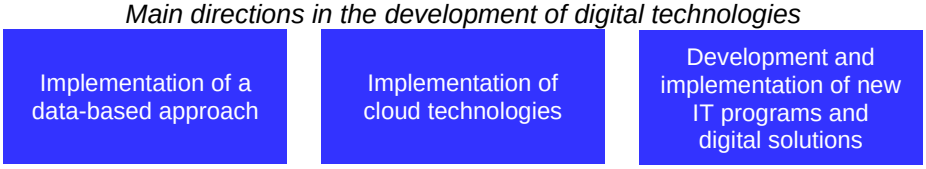
The global crisis caused by the coronavirus pandemic (COVID-19) has given a strong impetus to the introduction of digital technologies and changes in the daily lifestyle of our company. One of the factors of business success today is the ability to flexibly change the approach in response to the impact of external and internal factors.

Today, the need for the accelerated adoption of digital technologies helps to support our business and effectively continue to work remotely. Thus, thanks to the already implemented solutions and processes, we managed to transfer more than 900 users to remote work within 2 weeks in March 2020

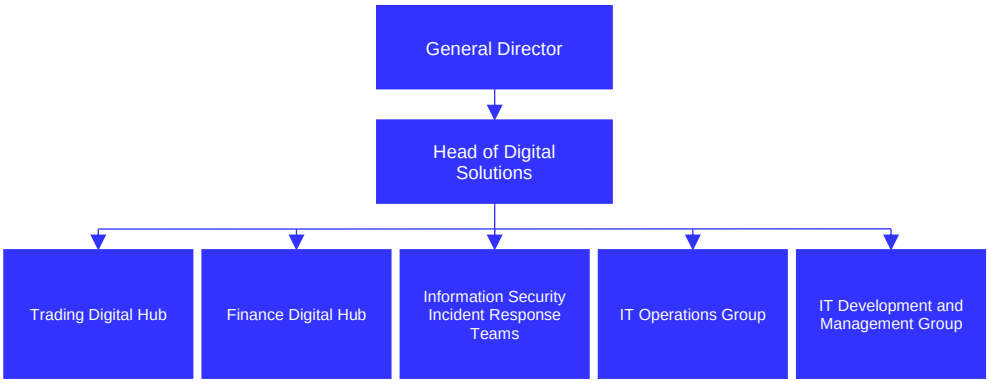
We strive to ensure that digital technologies provide not only support for core functions, but also new tools for implementing and developing interaction both within the company and outside, as well as help to form a common vision of digital cooperation based on the company's values and help to achieve the Sustainable Development Goals (SDGs).

Our commitment to the development of digital solutions in the company in order to increase efficiency and productivity is based on the automation of core business processes, the use of modern IT platforms and cloud solutions, data-driven management and decision-making (data-driven, data-oriented approach) and providing the cybersecurity of the whole company.

Main directions in the development of digital technologies



In PJSC Enel Russia, the implementation of the digital strategy program and the introduction of digital technologies is the responsibility of the Digital Solutions.



Management scheme for the implementation of new solutions and digitalization

The work of the Digital Solutions is regulated by the following main documents:

- IT Technical Policy;
- Regulation "On user support in the provision of IT services";
- Regulation "Ensuring the security of information" and Policy "On ensuring the security of information";
- Operating Instruction "Management of logical access to IT systems";
- Regulation "Monitoring and control of the personal data processing at PJSC Enel Russia";
- Operating Instruction "Management of access to critical information infrastructure (CII) facilities";
- Operating Instruction "Procedure for using an electronic signature in the Company's information systems".

When developing our digital solutions strategy, we take into account the UN Digital Cooperation Roadmap, based on the fundamental premise that "everyone should have equal opportunities to fully use information and communication technologies to realize their potential"[18].

We are aware of the need for capacity-building in digital technologies and understand that making progress in various aspects of digitalization requires the development of skills and effective training that will allow

[18] Digital Cooperation Roadmap: implementation of the recommendations of the high-level group on digital cooperation, Report of the General Secretary, Seventy-fourth session, Item 14 of the agenda, Integrated and coordinated implementation of the outcomes of major conferences and summits of the United Nations in the economic, social and related fields and follow-up activities in accordance with them, p. 10. . https://www.un.org/ru/content/digital-cooperation-roadmap/

discovering the benefits of technologies and more effectively using them for productive activities in remote operation on a safe and secure basis.

Short-term and long-term goals

	SHORT-TERM PERSPECTIVE up to 3 years	MEDIUM-TERM PERSPECTIVE 3-5 vears
TRADING DIGITAL HUB	Fully integrated digital management system for wind generation facilities	Implementation of platform solutions Start of implementation of systems focused on data management algorithms and distributed computing Development of a user interface based on virtual and augmented reality technologies
FINANCE DIGITAL HUB	– 20% of the time for processing primary documents due to the financial electronic document flow e-Flow – 50% of paper documents due to the transition to a Legally Significant Financial Document Flow – 30% of the time for preparing financial statements due to Sturnis 365 – 20% of the time to respond to requests from the Federal Tax Service due to RPA	Development and updating of SAP and financial document flow Development of analytical reporting based on big data (Data lake) Robotization and optimization of business processes
PROJECTS OF THE DIGITAL SOLUTIONS DIRECTORATE	Use of drones: 37 flights inspection in 2021 Video analytics for health and safety needs: tracking snow and ice Reporting systems for operational monitoring of performance indicators	Implementation of green generation platforms Use of artificial intelligence (AI) and development of the Internet of Things (IoT) Development of a data-driven approach Smartphones and tablets for the work of operation personnel
HR DIGITAL HUB	Full transition to secure cloud technologies Increase in the volume of electronic documents by 2 times and rejection of paper documents by increasing the use of electronic signatures	Full transition to paperless document management with digital authentication
INFRASTRUCTURE TECHNOLOGY GROUP	Providing corporate mobile communication for 90% of the personnel Using cloud storage for 100% of the personnel Improving the robotic call center with automatic classification of up to 75% of applications Expansion of the Wi-Fi coverage area in the territory of Sredneuralskaya GRES in industrial premises	Replacement of 80% of desktop computers with laptops Expansion of the Wi-Fi coverage area in the territory of power plants

Selected projects 2020

Unit	Activities
Trading Digital Hub	Based on the software "Generation Management and Market", a software solution is implemented for digitalization and development of interaction between trading and operation in the process of planning and managing the selection of the included generating equipment. This tool provides full support for the process, including data collection, calculation of the forecast component taking into account economic indicators for each unit of generating equipment, process management with separation of the roles of participants from Trading and Generation.
Finance Digital Hub	We have updated the SAP platform to radically improve core and support business processes. SAP E4E system was put into commercial operation in January 2021.
	GECM Global Enterprise Content Management (Financial Document Management System) project for electronic registration of invoices and other financial documents

Unit	Activities
	through optical text recognition (OCR) and data transfer in the process (e-Flow), followed by integration with the SAP system in accordance with the new data structure.
	To work together on corporate information disclosure, the Administration, Finance and Control has started using the Sturnis365 application designed for automatic synchronization of data and metadata that saves costs and time for creating annual and periodic reports.
	To automate business processes, we launched the first robot for selecting and extracting accounting financial documents (acts, invoices, etc.) from the SAP system and the financial document management system for verification by the Federal Tax Service.
Projects of the Digital Solutions Directorate for Generation	The "Remote Assistant" initiative has been implemented. Technical experts can now perform equipment inspection work remotely, without business trips and visits to power plants. This was made possible by the use of augmented reality glasses, smartphones for broadcasting and installing additional Wi-Fi access points in industrial premises.
	As part of the RoBoost program (a global project for use of robotic assistants), we have started using Elios drones to conduct internal inspections of buildings and equipment. Employees-pilots who were trained with the subsequent certification were selected.
	In 2020, we started using the HSEQ4U mobile application to collect inspection information and verify checklists. The application allows for registering significant events on health, safety and environment. It also allows for collecting data centrally for the subsequent implementation of the procedures established by the regulation.
	To minimize the risk of spreading coronavirus infection, we launched using the e-Round mobile application that uses low-energy Bluetooth technology to inform users about close contacts (less than 1.5 meters) between employees.
	Konakovskaya GRES has launched a pilot project on video analytics to ensure the safety of employees: recording the presence of personal protection equipment on the company's employees, smoke and fire factors, personnel presence at dangerous places in the territory of the plant with subsequent notification.
	In order to monitor and account for waste at industrial enterprises, as part of the development of the Digital Waste Management program, the environmental reports on waste management were formed.
	In the Headquarters of the company and at Azovskaya WPS, an IT infrastructure has been built to organize communication and provide the necessary IT services. The infrastructure for the remote control panel of the wind farm was also prepared.
Digital projects of the HR Hub [19]	We have updated the 1C: Payroll & HR Management platform up to version 3.1. To provide remote work personnel with tools and technologies, the functions of the Employee's Account were expanded and digitized: monitoring the status and contacts of personnel, applications for remote work, visits to the office and power plants, submission of personnel applications and requests.
Infrastructure Technology Group	Some of the systems were moved from the local data center to the cloud data center. Email was migrated to the cloud with an increase in the volume of user mailboxes to 100 GB per employee. Along with local disks, our employees now use personal cloud storages.
	The printing service has been updated with the replacement of printing devices and the possibility of individual authentication is provided, that has reduced paper consumption.
	We improved the VPN infrastructure that made it possible to increase the number of remote connections by 5 times. The company's employees were provided with additional equipment for remote work (laptops, monitors, smartphones and other auxiliary equipment).
	For effective online communications, a complete transition to the new platform has been made, as well as the pool of other video conferencing platforms has been expanded.
	To improve the quality of the user support service, a robotic call center has been launched with the ability to receive requests from users 24/7.

19 Included in the HR and Organization

Unit	Activities
	A multi-factor authentication system has been implemented to ensure the protection of information when using enterprise applications.

Cybersecurity

In order to take advantage of the benefits of digital technologies, we pay great attention to issues of trust and security.

Realizing the importance of ensuring the security of information and industrial automated control systems, we continue to actively work to meet the requirements of the laws on the protection of critical information infrastructure (CII) and interaction with state regulators. Taking into account the requirements of Federal Law No. 187-FZ "On security of critical information infrastructure of the Russian Federation" dated 26.07.2017 and the company's security policy, Enel Russia pays great attention to building internal processes to meet the requirements of regulatory documents, as well as the necessary technical measures.

To this end, during 2020, significant work was carried out on the implementation of the security system of CII facilities. To involve the employees of the power plants in the internal processes of providing the infrastructure security, the roles and responsibilities of the participants in the operation and maintenance of the CII facilities were defined. The operation personnel of the power plants participated in training sessions on the prevention of consequences and the correct response to threats at the CII facilities.

The implementation of technical and organizational measures will be continued in 2021, taking into account the plans for the main equipment maintenance.

Over the next 3-5 years, we plan to develop and update organizational and technical documents to ensure that technology products, practices and terms of service comply with best practices and standards in cybersecurity.

Innovation Hub

Olga Maslova, Senior Innovation Manager

Q: What is the mission of Enel Innovation Hub?

A: Enel has adopted the Open Innovation and Sustainability approach - "Innovability". Enel Innovation Hub is designed to cooperate with the participants of the innovation ecosystem: startups, small and medium-sized enterprises, universities, corporations, accelerators, venture funds, technology parks, scientists, talented and creative people. The Hub offers the experience and expertise of Enel Group, the pilot sites and the resources needed to quickly develop the best solutions.

Q: Can you tell us about the most significant projects of this year?

A: This year, Enel Russia became a partner of Green Tech Startup Booster - the first Russian accelerator for technical startups in the environment. This is a very ambitious and, most importantly, timely project of the Skolkovo Foundation supported not only by the Ministries of Energy, Construction, Natural Resources and Ecology, but also by large businesses. The list of partners includes such companies as EDF, Total, Gazprom Neft, Tatneft, NLMK and SIBUR. The project goal was to find promising startups in the following areas: clean water, clean air, clean land, clean energy, environmental monitoring, people and environment. This year, more than 800 applications were received, and only five promising startups made it into the superfinal. Testing of the technologies of the selected startups is planned for 2021 at the facilities of the partner companies.

Q: What technologies were tested at Enel Russia facilities in 2020?

A: In 2020, several technologies presented by startups were piloted: voice bot for a call center, augmented reality glasses, digital helmet and remote access software for operational personnel, nanoceramic coating for a heat exchanger and driver condition monitoring. According to the test results, Enel Russia has introduced several new technologies.

Q: Did the global pandemic have an impact on the Hub's priorities in 2020?

A: Of course, we could not sit idle. In 2020, the focus also turned to technologies that provide remote access to power plants, to reduce the risks for employees during the pandemic.

In 2017, Russia launched Enel Innovation Hub that is part of the international network of Enel Innovation Hubs: IH “Italy” in Catania, Milan, Pisa; IH “Europe” in Madrid, IH “Russia” in Moscow, IH “Israel” in Tel Aviv, IH “Boston” in Boston, IH “Silicon Valley” in San Francisco, IH “Brazil” in Rio de Janeiro , IH “Chile” in Santiago de Chile, whose goal is to find opportunities for cooperation with specialists in the best innovation ecosystems. The Hub is located in the Skolkovo Technopark and actively promotes innovative technologies of Russian startups and small and medium-sized enterprises in the Russian electric power industry, as well as the further export of Russian innovations to the countries of Enel’s presence. The Hub is engaged in the search for new technologies, assistance in testing and in the implementation of technologies in business processes both at the local level and at the Group level. Enel Innovation Hub brings together talented people, ideas, experience, technologies and resources to create the energy of the future.

Enel Innovation Hub is looking for startups and small/medium-sized enterprises with a high level of technology development to test the solution in a short time and scale it, if necessary. Main search areas are the following: artificial intelligence, machine learning, energy efficiency, new coatings and materials, big data, robotics, etc.

The culture of innovation, development of creativity and search for solutions to non-trivial problems are strong growth drivers. In 2020, Enel Group continued its global project on the development of domestic entrepreneurship that also involves Enel Russia employees. This initiative allows any employee of the Group to submit an idea to improve an existing process or an idea for a new business.

Customer Focus

Main Approaches to Customer Relations

103-1 103-2 103-3 102-43

Our client focus is primarily to ensure the safe, uninterrupted and trouble-free operation of power plants to meet the demand of consumers for electric power. Due to the fact that our work is carried out under exclusive regulations, including Federal laws, orders of the Federal executive bodies, Acts and Decrees of the Government of the Russian Federation, etc., the company always duly fulfils its obligations to the electric power engineering entities, and it follows the rules of the wholesale electricity and capacity market (WECM).

When operating in the wholesale electricity and capacity market, PJSC Enel Russia interacts with electric power suppliers (generation companies) and electric power consumers (utility organizations, large consumers of electric power, last-resort suppliers) who received the status of wholesale market entities, WECM infrastructure organizations and other organizations. This is governed by the following regulating documents:

- Federal Law No. 35-FZ dated 26.03.2003 On Power Industry;
- Decree of the Government of the Russian Federation dated 27.12.2010 No. 1172 “On approval of the Rules of the WECM and on introduction of amendments into some acts of the Government of the Russian Federation regarding organization of the WECM functioning”;
- The agreement on joining the trading system of the wholesale market in accordance with the standard form posted on the official website of the Association NP Market Council.

We are also a member of the system services market and provide a service for rated primary frequency control (RPFC). As part of this service, the company maintains a constant readiness of power units to change the active capacity in accordance with the required speed and accuracy at the command of the System Operator of the UES of the Russian Federation - our main customer.

Client focus is also reflected in the constant desire to take into account the expectations and requests of customers and other stakeholders. We persistently explore new ways of interaction, develop processes that meet the needs of the participating parties. Introduction of new solutions, digitalization of business processes are the basis for the development of even greater client focus, as all this helps to build the shortest chain of interaction with the customer. In 2020, PJSC Enel Russia established a system of electronic legal document management; for this purpose, we concluded agreements with counterparties on the exchange of documents in electronic form through the electronic document management operator. In turn, these particular agreements made it possible, among other things, to meet all the deadlines for exchanging documents during the difficult epidemiological situation and remote work of employees of many companies in 2020.

PJSC Enel Russia seeks to build customer relationships based on mutual respect showing competence, professionalism and tolerant approach. In all our business practices, we comply with the Code of Ethics, the Zero Tolerance to Corruption Plan regulation and the Anti-Corruption Policy to ensure that our customer interactions are transparent, accurate, comprehensive and in compliance with applicable laws.

PJSC Enel Russia always takes into account suggestions and responds to complaints received from consumers or their associations through the appropriate operational communication system directly, by phone and e-mail, etc. In process of interaction with customers, we guarantee a high level of personal data security. We also provide timely information about our activities by publishing information on the official website. On addition, we promptly inform the customers on any changes regarding the performance of agreements by sending formal letters in electronic form and by mail.

Anti-Corruption Policy and Business Ethics

103-1 103-2 103-3

"Our actions are aimed at developing cooperation based on trust and ethical behavior towards all stakeholders of the company's activity. We understand that the phenomenon of corruption or violations of ethical standards in the course of business interaction undermine the credibility of the company. In 2020, we took active measures to update the anti-corruption practices management system: we created a policy, a special committee and were certified according to ISO 37001:2016 standard. Our absolute intolerance to unethical behavior and manifestations of corruption in any form has remained unchanged"
Shukran Alakbarov
Head of Internal Audit

Material topic	EFFICIENT MANAGEMENT AND WORK ETHICS
Results 2020	**WE WERE CERTIFIED** **ACCORDING TO ISO 37001:2016 "ANTI-CORRUPTION MANAGEMENT SYSTEM"**

	Goals and initiatives in the dynamics up to 2023		SDG
NEW	Global Compliance Program on Corporate Criminal Liability	Assessment of existing control measures Assessment of the internal control system and development of appropriate corrective and preventive measures Employee training	
NEW	Development of integrated management system	Post-certification external and internal audit in accordance with ISO 37001 certification Assessment of corruption risks	

Enel Russia's activities are based on a solid ethical foundation. Everyone who works for the company should respect and apply these practices in his/her daily activities. In our activities, we unquestioningly apply the principles of transparency and standards of conduct set out in the main documents.

Code of Ethics https://www.enelrussia.ru/ru/investors/a201612-basic-documents-.html	Human Rights Policy https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/basic-documents/Политика%20соблюдения%20прав%20человека.pdf	Zero Tolerance to Corruption Plan Regulation https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/PNK-Enel-Russia-2107-2.pdf	Global Compliance Program on Corporate Criminal Liability https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/basic-documents/Глобальная%20программа%20соответствия.pdf

The Internal Audit Group monitors compliance with the Code of Ethics, a fundamental document that describes the ethical standards and responsibilities of employees (for more information about the Internal Audit Service, see the section "Internal Audit"). It is must-know and binding for all employees of the company. Core values are presented in the Code of Ethics.

102-16

Ethical values of Enel Russia

OUR ETHICAL VALUES

- Impartiality
- Honesty
- Proper conduct in case of a conflict of interest
- Confidentiality
- Value of human resources
- Equal opportunities
- Inviolability of person
- Care and accuracy in the implementation of tasks and performance of contracts
- Relations with shareholders
- Transparency and completeness of information
- Correct and fair behavior
- Quality of services and goods
- Fair competition
- Responsibility to society
- Environmental protection
- Correct and fair behavior in case of a revision of terms and conditions of the contract
- Equal opportunities in the exercise of

Enel Russia rejects all forms of corruption and actively develops and implements anti-corruption measures related to all business relations with external and internal stakeholders. Compliance with anti-corruption requirements is mandatory for employees, as well as for all business partners of the company.

Assessment of corruption risks

205-1 205-3

The risk of fraud is assessed annually by the company and its subsidiaries. Regular internal audits and constant monitoring help us reduce the risks of fraud, corruption and bribery.

Categories of assessed risks

Conflicts of interest *procurement and sales schemes and other conflicts of interest*	Bribery *conspiracy during participation in tenders and other non-financial benefits*
Illegal gratifications	Economic extortion

In 2020, there were no complaints about any corruption violations.

Training and information

205-2

We use the following channels to inform our employees about the basic principles of anti-corruption:

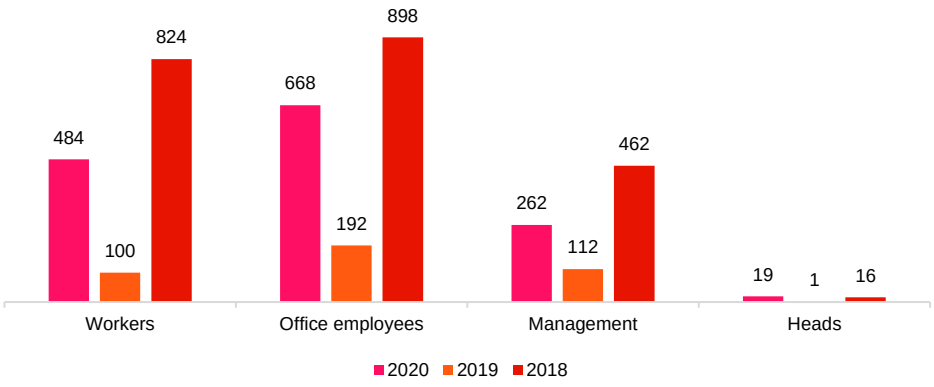
- mandatory induction briefing for all newly hired employees. In 2020, 100% of new employees completed the introductory course (80 persons or 5% of the total number of employees)
- online courses on the corporate education platform e-Ducation. In 2020, 1,422 employees (99% of the total number of employees) were trained in anti-corruption principles.
- quarterly internal communication campaign to raise awareness among employees about ethical issues, such as conflicts of interest or receiving gifts or other benefits.
- periodic trainings conducted by the Internal Audit Group that involved about 41 employees in 2020.

The number of employees trained in 2020 was significantly higher than in 2019. This is due to the fact that the company conducts mass trainings every 3 years, and in 2020 we conducted a training on anti-corruption principles for employees whose work experience was more than 3 years.

During the year, the Head of the Internal Audit Group informs the Audit and Corporate Governance Committee of the Board of Directors on the results of all audits conducted during the year.

Each year, the Internal Audit Group reviews the company's compliance with the provisions of the Global Compliance Program on Corporate Criminal Responsibility, including compliance with anti-corruption principles.

Number of trained employees



Communication channels

102-17

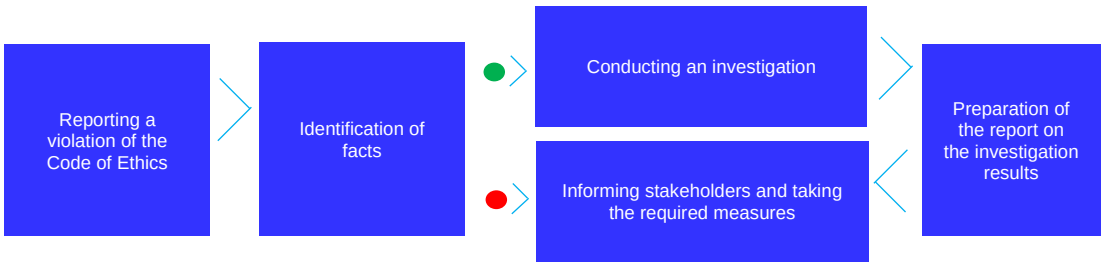
The company constantly operates anonymous and non-anonymous communication channels through which any person, whether an employee or a representative of other interested parties, can send complaints about violations or alleged violations of the Code of Ethics to the Internal Audit Group.

INFORM BY E-MAIL	INFORM BY MAIL	INFORM BY PHONE	INFORM ENEL GROUP
ANONYMOUSLY	ANONYMOUSLY	ANONYMOUSLY	ANONYMOUSLY
ON YOUR OWN BEHALF	ON YOUR OWN BEHALF	ON YOUR OWN BEHALF	ON YOUR OWN BEHALF

audit.coe@enel.com	Internal Audit Group of Enel Russia, 7 Pavlovskaya Str., bldg 1, 115093 Moscow, Russia.	8 (495) 539-31-31	https://secure.ethicspoint.eu/domain/media/ru/gui/102504/index.html

In accordance with the Code of Ethics and the Policy on Reporting Violations, the Internal Audit Group is the authorized body for resolving ethical issues and investigating alleged violations of the Code of Ethics.

Investigation of alleged violations of the Code of Ethics



The Internal Audit Group investigates possible violations, takes measures to ensure that information officers are not subjected to any act of retaliation, i.e. actions that may cause even the slightest discrimination or punishment (in case of suppliers, e.g. termination of business relationship or, in case of employees, inability of career growth, etc.). In addition, the privacy is guaranteed for the person filing the ethics complaint, unless otherwise stipulated by the laws of the Russian Federation.

In 2020, we received and duly identified the facts and considered **2 complaints of an ethical nature**, but **did not find** ethical violations **in them**. The senders of the complaints were informed on the results of the review.

Results 2020

In 2020, we issued the Anti-Corruption Policy and passed the certification of the "Anti-Corruption Management System" ISO 37001:2016 that is strategically important for us.

To pass the certification, we created an anti-corruption committee that included the Head of Legal and Corporate Affairs, Head of Internal Audit, Head of Health, Safety, Environment and Quality and the Head of Security. The Committee oversees the anti-corruption management system.

Anti-Corruption Policy
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/basic/Политика%20по%20предотвращению%20коррупции.pdf

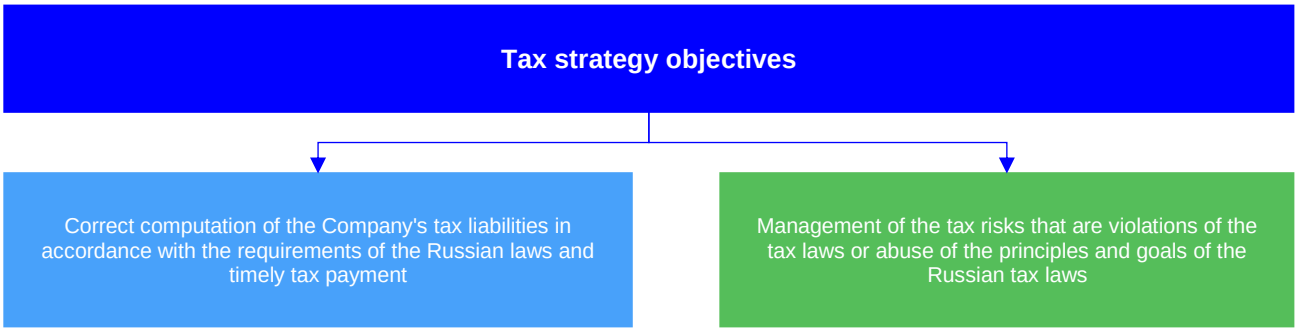
Tax Transparency

Tax Strategy

207-1

The tax strategy of Enel Russia is a set of principles and guidelines developed on the basis of such corporate values as transparency and legal compliance.

The tax strategy is applied not only for calculation and payment of taxes, fees and insurance premiums stipulated by the Tax Code of the Russian Federation, but also other mandatory payments stipulated by the laws of the Russian Federation (e.g. custom duties, payments for use of water bodies). All the abovementioned mandatory payments are hereinafter referred to as taxes.



The tax strategy principles are guidelines the Company follows with respect to its business activities and tax liabilities management. They stipulate for the introduction of relevant processes ensuring efficiency and practical implementation of these principles.

Values	We follow the principles of social responsibility in tax liabilities management, taking into account that taxes are one of the main sources of earnings of the budgetary system of the Russian Federation.
Legal compliance	We are aimed at strict observance of the tax laws, given that economical operations are subject to accounting on the basis of their real economical content, not legal form (priority of content over form).
Personal example of the management	The members of the Board of Directors and the General Director of the Company are responsible for adoption of the corporate culture based on the principles of integrity, good faith and legal compliance, applicable to the Company's activities as a whole, as well as to the area of tax relationships.
Transparency	We follow the principles of collaboration and transparency in interaction with fiscal authorities, provide complete information on business events and rationale for application of specific forms of the tax laws.
Value for shareholders	Taxes are a constituent of the Company's total business expenses which need to be properly managed in accordance with the legal compliance principles in order to protect the share capital and meet the top priority objective of creating value for shareholders both in the medium- and long-term perspective.

Approval and revision of the tax strategy lie within the competence of the General Director of the Company.

Tax function management

The general management of the tax function is performed by the CFO - Deputy General Director and the Chief Accountant. The tax function includes the Accounting Group and the Taxation Methodology Team.

The primary tasks of the Accounting Group are tax accounting, drafting and submission of tax reports, interaction with the tax authorities during in-office and on-site inspections, reconciliation of accrued and paid taxes.

The primary tasks of the Taxation Methodology Team is identification of tax risks and development of actions aimed at their mitigation, analysis of opportunities for tax burden reduction with taking into account the effective benefits and preferences, preparation of legislation initiatives in taxation, drafting of internal policies, regulations and procedures.

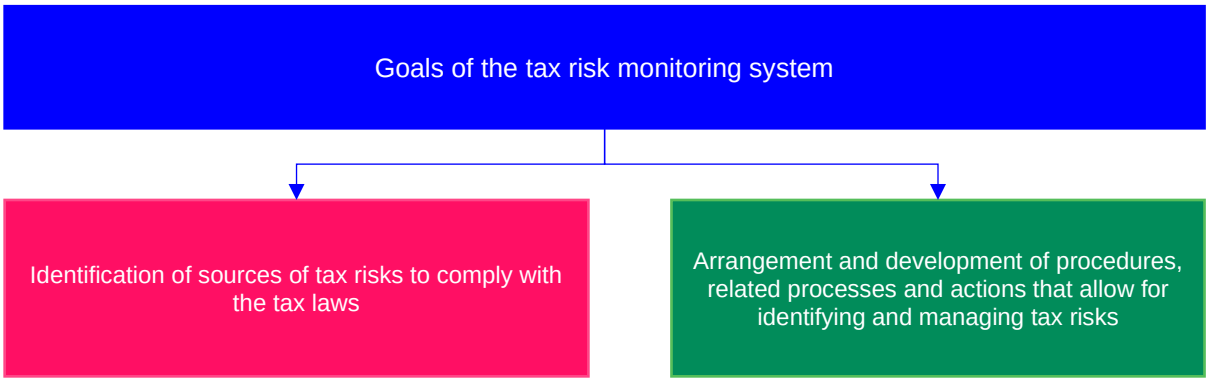
Organizational documents

In addition to the tax strategy, the company has developed detailed organizational documents in taxation that govern tax laws compliance, tax planning, tax monitoring, transfer pricing and risk management.

Enel Russia adheres to the approach implying that the tax function must have an adequate number of employees and possess the required competences that allow, in addition to technical specifications compliance supervision, playing the role of the decision making center involved into the corporate and business processes. For this purpose, we organize regular training and re-qualification of the tax function employees, including activities with involvement of external consultants.

Tax risk management

The company monitors tax risks on a regular basis. The company pursues the goal of preventive risk management and considers the current monitoring system capable of timely identification, correct assessment and management of tax risks.



The results of tax risk monitoring are periodically reported to the competent corporate functions and authorities including for the purposes of specification of the most efficient risk mitigation approaches.

Compliance with tax laws

The fiscal system of the Russian Federation is characterized by regular changes of legal provisions and tax authorities' stance towards taxation issues, large number of contradicting official explanations of some tax-related topics and changing judicial practice in tax-related disputes that provides the ground for ambiguous interpretation of tax regulation across a range of issues by both the tax authorities and taxpayers.

Despite the existing legal uncertainty on some tax issues, we aim to comply with the Russian tax laws rigorously with taking into account the goals of legal regulation in taxation.

The company does not use in its business schemes and structures, including low-tax (offshore) jurisdictions, contradicting the objectives and spirit of the Russian tax laws and having unjustified tax benefit as the only aim of their establishment.

Feedback on violations of tax laws

The company views compliance with tax laws as one of the core principles of fair and responsible governance. Therefore, the employees have the right to report violations related to tax laws, as well as other breaches of the Code of Ethics via the internal communication channels. Being a foundation of the "ethical protection", the Code of Ethics of PJSC Enel Russia covers the entire tax strategy.

207-3

Intragroup transactions

Pricing in all company's intragroup transactions complies with the requirements set forth in the Tax Code of the Russian Federation with respect to the transfer pricing issues, as well as with taking into account the

provisions of the OECD Transfer Pricing Guidelines20 with regard to transactions with foreign companies of Enel Group.

Due to the fact that Enel S.p.A. registered in Italy is the controlling shareholder of PJSC Enel Russia with interest share of 56.43%, the company, in accordance with the provisions of the Tax Code of the Russian Federation with respect to transfer pricing, is recognized as a participant of an international group of companies and shall be responsible for preparation of the following documents to be provided to a tax authority:

1) notification on the participation in an international group of companies;
2) country information on the international group of companies, including the following documents:
    - global documents related to the international group of companies;
    - national documents of the participant of the international group of companies;
    - country report to international Enel Group on the states (territories) in which the participants of the international group of companies are tax residents.

The company prepares the abovementioned documents (except for the country report) on a regular basis and provides them on demand of the tax authority within the time period specified by the Tax Code of the Russian Federation.

Enel Group country report prepared by the parent company, Enel S.p.A., is submitted to the Federal Tax Service of the Russian Federation on a yearly basis by the Italian tax authorities, as Italy is included into the List of foreign states (territories) with the competent authorities of which country reports is automatically shared[21].

Tax benefits

Tax benefits are an important mechanism for attraction of investments into the priority economic sectors and stimulation of economic growth. The company on a regular basis performs analysis of applicability of the tax benefits, stipulated by the federal and regional laws, to investment projects of Enel Russia and its subsidiaries.

207-2

Stakeholder engagement

Interaction with tax authorities

In relationships with tax authorities, we rigorously adhere to the principle of transparency that is one of the pillars of the tax strategy. This is related not only to provision of documents and information as part of in-office and on-site tax inspections but also to regular discussions of practical issues of tax administration and our company's business development strategy with the tax authorities.

Moreover, to improve further interaction with the tax authorities, we signed the roadmap on the transition to the tax monitoring mode starting from 2022 with the Interregional Inspectorate of the Federal Tax Service for the Largest Taxpayers No. 1 in December 2020.

Tax monitoring is a form of tax control that implies remote access of a tax authority to information systems of the company and its accounting and tax reporting, thus significantly reducing the scope of requested documents and concentrate the resources of the tax authority and the company on check of operations that involve risk to some extent.

Tax monitoring provides preventive identification of tax risks and quick alignment of disputed or unclear tax positions. Thus, tax monitoring will be an additional tool of the company's tax risk identification and management system and facilitate early prevention of negative tax-related consequences and disputable situations during planning of business operations and transactions.

Interaction with sectoral and professional associations

Enel Russia is an active participant of tax committees of various sectoral and professional associations, including the Association of European Businesses, Russian Union of Industrialists and Entrepreneurs, Chamber of Commerce and Industry of the Russian Federation, thus possessing broad opportunities for making proposals on improvement of the tax laws, establishing business connections with tax functions of other companies and share professional experience.

[20] OECD Transfer Pricing Guidelines for Multinational Enterprises and Tax Administrations 2017 https://www.oecd.org/tax/transfer-pricing/oecd-transfer-pricing-guidelines-for-multinational-enterprises-and-tax-administrations-20769717.html

[21] Order of the Federal Tax Service of Russia No. ЕД-7-17/789@ "On Approval of the List of Foreign States (Territories) with the Competent Authorities of which Country Reports are Automatically Shared" dated 03.11.2020

Interaction with external and internal related parties

We follow the transparency principle not only in the relationships with tax authorities but also with other state authorities, our shareholders, corporate governance bodies, external and internal auditors, advisors and other stakeholders.

For example, the employees of the tax function on a regular basis attend the sessions of the Audit and Corporate Governance Committee (functions of that include the assessment and development of proposals for the company risk management strategy) with reports on the tax inspections status, identified tax risks, tax-related disputes, as well as on changes in the tax laws which may affect the financial results of the company's activities. In addition, information on the tax obligations of Enel Russia is disclosed in detail in yearly accounting statements.

207-4

Information on the taxes paid

The information on the taxes paid by Enel Russia in 2020 and comparative analysis for 2020 and 2019 are provided in the Total Tax Contribution (TTC) report. The TTC report is available for the stakeholders on the official company website.

Link to the TTC report:
https://www.enelrussia.ru/content/dam/enel-ru/documents/en/investors/contribution_report/Enel%20Russia%20TTC%20Report%202020_eng%20(26.03.2021).pdf

Risks and Corporate Governance

Interview with Zhanna Sedova, Corporate Secretary, Head of Legal and Corporate Affairs

Q: Is the company succeeding in complying with the recommendations of the Corporate Governance Code?

A: We keep striving for compliance with the best national corporate governance practices. Our performance in compliance with the corporate governance code's recommendations in 2020 remained at the same high level as it was at the end of 2019: out of the 78 corporate governance principles, 76 are respected, two are partially respected (one remains inapplicable).

According to the results of the National Corporate Governance Index Annual Research, the company was among the Top-10 in terms of the completeness and quality of disclosed information on the principles of corporate governance.

Q: Were there any changes in corporate governance in 2020?

A: Yes, the company continues to move towards a better corporate governance. In 2020, there were changes in the composition of the Board of Directors: an independent director was appointed the Chairman of the Board of Directors, almost half of the Board of Directors are independent directors. In the reporting year, the list of information disclosed by the company on a voluntary basis was expanded.

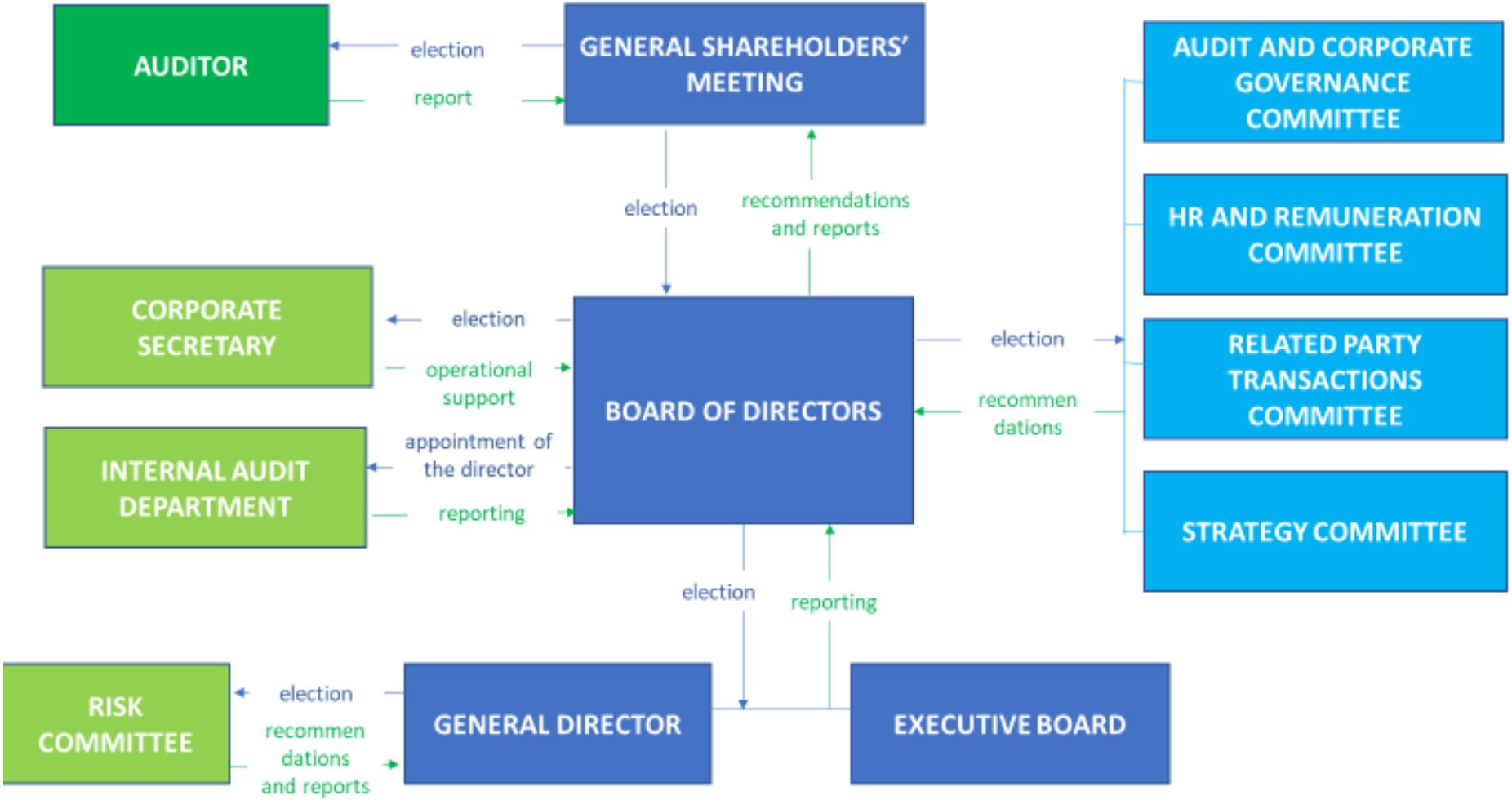
Q: How has the COVID-19 pandemic affected the company's management?

A: Safety is our company's priority. To prevent the spread of COVID-19, meetings of the Board of Directors, Committees of the Board of Directors, the Executive Board meetings were held in the online format, via video conferencing.

At the time when the Board of Directors decided to convene the annual General Meeting of Shareholders, the company was not able to hold it in praesentia due to the restrictions announced by the regional

authorities. However, the company has taken steps beyond the restrictions established by the law or the Corporate Governance Code to allow shareholders to obtain additional information on the agenda, ask questions and vote. In particular, a few days before the General Shareholders' Meeting, a video with presentations on all agenda issues and the address of the Chairman of the Board of Directors were posted on the company's website; shareholders could submit questions both by email and through a special form on the site, and the answers were promptly published on the company's website; shareholders could express their will, including through electronic voting.

Corporate governance and risk management system



Risk Governance

102-29, 102-30

Internal Control and Risk Governance System

Risk governance and internal control are important components of corporate governance. They are viewed as the one of the cornerstones of strategic and operational management.

Compliance with the norms and principles of corporate governance allows us to exercise effective control over the activities of the company's management bodies and reduce risks in their activities.

The internal control and risk governance system in Enel Russia conforms to a model based on the one hand on an constant study of the risk factors and profiles, applying current best practices in the energy sector regards risk management, and, on the other hand, on ensuring the resources need for risk assumed in order to operate the business.

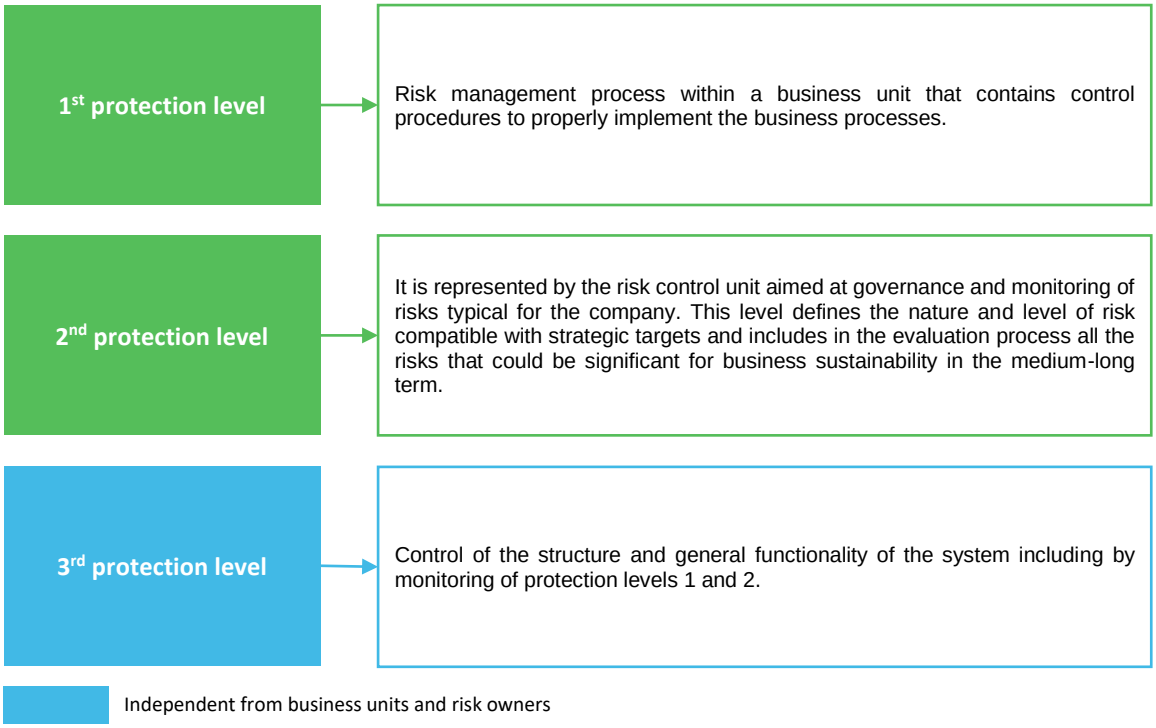
The internal control and risk governance system is aimed at ensuring that management takes risk-informed decisions, with adequate consideration of actual and prospective risks, including medium and long-term ones, within the framework of comprehensive vision.

The principles and approaches employed by the company in these processes are based on the best practices implemented in compliance with local and international standards.

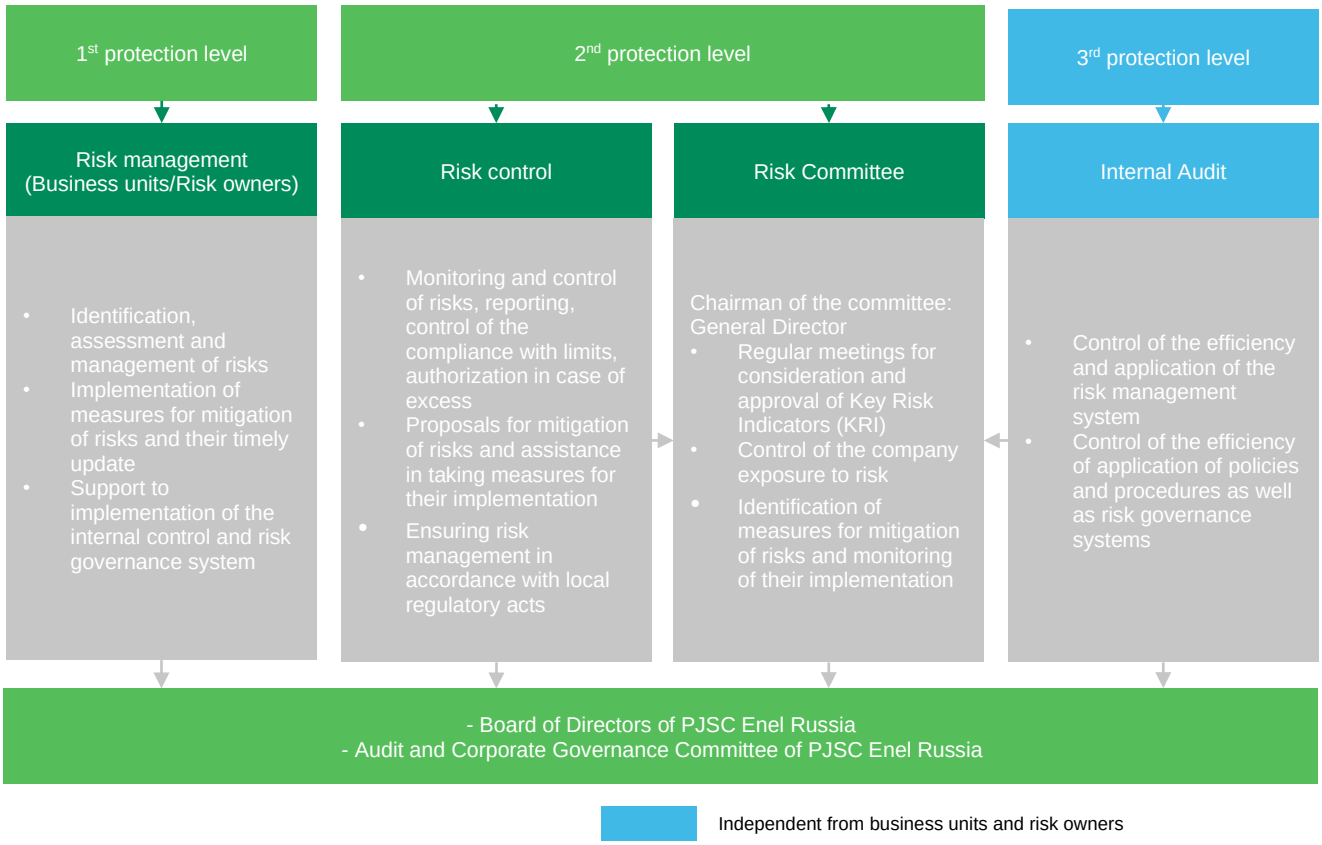
The internal control and risk governance system is designated to identify, assess, manage, monitor and control the main corporate risks of the company. It comprises an integral part of overall organizational and corporate governance structure adopted by the company and is based on the best international practices including international standard ISO 31000 Risk Management - Guidelines and the principles of the Corporate Governance Code recommended by the Bank of Russia.

The risk governance processes are integrated into the company's key business processes. They provide for control actions at each level of the operations and clearly defines duties and responsibilities. It avoids duplication of tasks and ensures coordination among the key persons of risk governance process. The System ensures necessary separation of operations and control to prevent or limit possible conflicts of interest as much as possible, also allows distinguishing and then tracking the tasks of identification, assessment, management and monitoring of risks. Such an approach allows determining the sources of information and ensures necessary communication required to complete the above tasks.

The risk governance and internal control system is divided into three protection levels:



Risk governance and internal control system



In accordance with the Internal Control and Risk Governance Policy, responsibility for the processes of identification, assessment, management, monitoring and control is allocated as follows:

Allocation of responsibility in risk governance and internal control

Unit in charge	Area of responsibility
Business units (risk owners)	• Risk identification and assessment • Identification, development and implementation of risk pooling strategies and risk reduction measures
Risk control unit	• Monitoring and control of key risk indicators; • Proposals for the measures to reduce their impact at business units and corporate executive bodies, monitoring their implementation; • Organization of the Risk Committee whose activities are aimed at supporting and improving the risk governance and internal control system.
Internal Audit Unit	• Providing a valid risk management concept; • Implementing policies, activities and systems, including regular review of policies and other organizational documents defining the roles, responsibilities, parameters, assessment methods and processes within the system.

We systematically build an integrated model of risk governance to consolidate its functions activity as to key risk management and integrates the risk management system into the corporate culture. The target model of the corporate risk governance represents a set of functional elements and organizational mechanisms of their interaction to develop, implement, monitor, analyze and continuously improve the above practice in the company.

The integration of risk functions in business processes allows to identify risks and assess their materiality in a timely manner, also to ensure an efficient response by mitigating potential adverse effects and/or by reducing the probability that they will materialize. To mitigate risks such instruments like insurance, hedging, limit requirements, etc. are applied.

Internal Control System

Implementation and use of internal control system together with regular evaluation of its effectiveness is an integral component of the company's corporate governance. An effective internal control system allows to manage, identify, evaluate the main risks related to achieving the goals defined by the Board of Directors and monitor them. That relates to ensuring the company assets soundness, reliability of financial statements, compliance with internal regulations and procedures as well as laws of the Russian Federation. The company has introduced internal control system built in accordance with the model "Internal controls: integrated approach" (COSO, The Committee of Sponsoring Organizations of the Treadway Commission).

The company uses the following main principles of internal control system:

The main principles of internal control system:

Strict process regulation	➢ To improve transparency and coordination of actions at each level job duties are strictly regulated ➢ The business processes and internal controls are documented, operational personnel and management reevaluate them twice a year; ➢ The instructions, procedures and policies are updated periodically. All the employees are immediately informed about the changes
Segregation of duties	➢ A principle for segregation of duties is applied to mitigate the risk of errors or abuse of authorities ➢ Operation and control functions are strictly divided to prevent or reduce probability of conflict of interests risks
Regular external and internal assessment	➢ To ensure reliability and correctness of data the processes and procedures recommended by COBIT standard are used. General information control is periodically audited; ➢ Internal Audit performs regular checks of effectiveness of internal controls system; ➢ The independent testing is performed on the basis of selected data. The results are communicated to the management, Internal Audit Department as well as upon request from the external auditor;
Transparent and timely informing	➢ The information portal with regulations, policies and procedures and instructions is clear and available to the employees; ➢ The company employees are familiar with the Code of Ethics, Zero Tolerance to Corruption Plan Regulation ➢ The mechanisms of informing of possible violations and abuse and implementation of relevant measures on repeated violations elimination and prevention

Organization units and corporate bodies related to risk governance system

In accordance with the Internal Control and Risk Governance Policy, the structure of risk governance and internal control system at the company includes involvement of the following bodies and organization units:

- Board of Directors;
- Audit and Corporate Governance Committee;
- Risk Committee;
- managers of business units and organizational units for risk management
- Risk Control

The risk governance and internal control system including making decisions and providing recommendations after reviewing the list of relevant risks in entrusted with the Board of Directors. The Board of Directors is responsible for approval of the risk appetite level that is determined jointly with the General Director, Deputy General Director – Head of Administration, Finance and Control with assistance of the risk control unit. The Board of Directors participates in consideration of the company's map of key risks.

The duties of the Audit and Corporate Governance Committee of the Board of Directors includes expressing of its opinion on specific aspects regarding identification of the main risks, checking of the periodic reporting documentation on assessment of risk governance and internal control system. The Audit and Corporate Governance Committee develops recommendations for risk governance and internal control system as well as evaluates its results. The Audit and Corporate Governance Committee reviews periodically the issue of the results of efficiency of risk governance and internal control system in terms of individual risks.

The Risk Committee is a collegial body established to coordinate activities at the operational level. It consists of top managers of the company, is appointed by the General Director and controls the company's exposure to risks, defines the measures to mitigate risk and monitors their implementation. The Risk Committee is also responsible for periodic approval of the limit of risks and their monitoring.

The managers of business units and organization units for risk management ensure compliance with the Risk Governance and Internal Control Policy by the employees of its organization units, timely development and implementation of risk governance measures, resource allocation, and if necessary, take prompt corrective measures.

The risk control unit is an independent organizational unit. Risk control directly subordinates to the Deputy General Director - Head of Administration, Finance and Control, who coordinates the work of organization units in identifying and assessing risks as well as developing measures for their management, ensures update of the Risk Governance and Internal Control Policy, develops and fosters risk culture. Moreover, the reporting and internal communication tools, educational events and change management measures are used.

The independent organization unit which evaluates the effectiveness of a company's internal controls is The Internal Audit unit (for more details see Internal Audit Section).

Time after time risk-related issues are considered by the Related Party Transactions Committee, HR and Remuneration Committee, Strategy Committee.

In full compliance with regulatory requirements and best practices, the company considers three main pillars of the risk governance and internal control system:

- The incumbent Internal Control and Risk Governance Policy approved by the Board of Directors (Minutes No. 14/18 dated 21.12.2018) for identification, measurement, monitoring and control of risks that the company may be exposed to;
- A supplement to the Internal Control and Risk Governance Policy is a risk map, the so-called “Risk Matrix”, indicating the potential risks that the company may be exposed to, taking mainly into account the frequency and severity of each risk event that affects the company's annual financial results. The Risk Matrix was updated periodically based on interviews held with the managers of business units during 2020, in accordance with the principles set out in the Internal Control Risk Governance Policy;
- Periodic reports of risk owners to the Audit and Corporate Governance Committee on exchange, technical, industrial, environmental and social risks with the support of the risk control organization unit.

In December 2020, the Board of Directors of the company, following the recommendation of the Audit and Corporate Governance Committee, recognized the work of internal control and risk governance system as well-functioning throughout 2020 considering further improvement in Renewable project implementation area.

In order to make available a complete picture of the Enel Russia's Risk Governance System and in order to maintain awareness of risks and the availability of risk assessment results, the current Risk Matrix has been reclassified and adapted accordingly with the developed risk categories and groups. The Risk Matrix is embedded into the organizational and corporate governance framework and it is inspired by the best practices recognized at national and international level.

Description of main risk factors associated with the company's activity

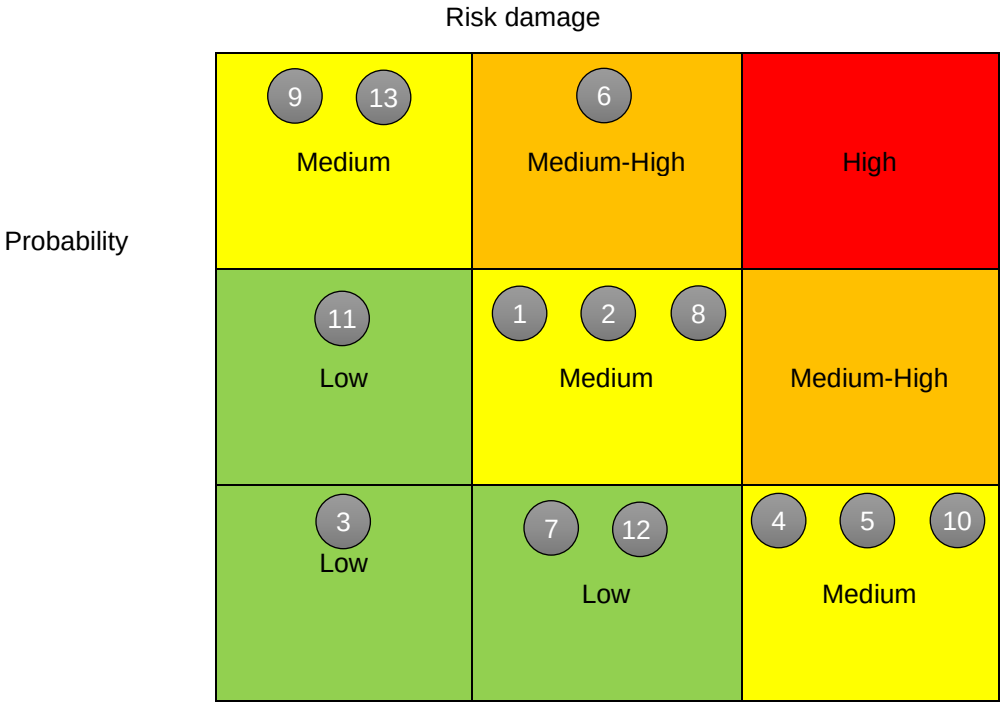
Description of risk categories*	Description of risk group	Risk factors	Degree of impact	Implemented risk governance measures
Strategic	• Country (1)	• Changes of general economic and political situation in the country and its influence on the company.	Medium	The risk can be poorly managed but is accounted during adoption of strategic decisions.
	• Regional (1)	• Changes of the conditions of activity in a particular region. The first price zone is the target one for the company. (European part of Russia and Ural).		The majority of regional risks cannot be controlled by the company. The target regions of Russia for the company are more economically developed as compared to the regions from the Second price zone, non-price and isolated zones.
	• Climate (12)	• The impact of extreme natural phenomena associated with climate change • Over-riding of environmental compliance rules leading to outflow of investors • Impact of non-compliance with climate change laws	Low	Monitoring and necessary preventive measures related to operation and maintenance of power plants. Development of climate strategy. Regular monitoring of conversions, modifications, and updates in the rules on climate change both internationally and locally. Participation in climate initiatives.
	• Regulatory (8)	• Changes in regulations and laws of the industry and related industries • Changes in capacity payment • Revocation of the license for operation • Non-compliance with the equipment localization requirements	Medium	Interacts with government authorities (Ministry of Energy, Ministry of Economic Development, Federal Antimonopoly Service), membership in NP Market Council with presentation and protection of the company's position
Financial (5)	• Interest rate • Commodity • Foreign Exchange Rate • Credit & Counterparty • Liquidity	• Shortage of funds due to termination of external financing • Exchange rate fluctuations • Interest rate fluctuations • Survival period • Electricity price volatility	Medium	Forecast and control of (including daily) liquidity, a significant amount of open credit facilities, currency risk hedging, sale of bad debt receivables
Operational	• People management (3)	• Retention of talented employees • Personnel development program • Recruiting	Low	Maintenance and development of the corporate culture, monitoring of the labor market, competitive salary, implementation of personnel development programs
	• Health and Safety (13)	• The impact of accidents on the sustainable development of the company • The effect of coronavirus infection (Covid-19) on the sustainable development of the company	Medium	Maintenance of weekly reports, issue of personal protection equipment, workplace assessment schedule, monitoring of accidents The implemented risk management measures are as follows: - crisis group was created - a comprehensive behavior guide for Covid-19 was developed and communicated to all employees of the company - personal protective equipment was purchased

Description of risk categories*	Description of risk group	Risk factors	Degree of impact	Implemented risk governance measures
				- the frequency of sanitization of common areas has been increased; - additional measures have been taken to divide staff at production branches: - different entry / exit times and different meal times for employees and representatives of contracting organizations, - a limit on the number of people in one room (including PP control boards) is being carried out - daily monitoring of the temperature of all employees, including those who are working remotely - self-isolation implemented upon returning from abroad - suspension of international business trips until further notice, internal business trips within a strictly necessary amount to ensure business continuity - suspension of participation in external events - organization of smart work for all employees, if there is no need to be present in the office depending on the type of work or business needs - dividing the work of operational personnel into shifts to ensure business continuity - rules for access of suppliers and external visitors to the territory of the company were developed and implemented
	• Technical, industrial and environmental (6)	• Impact of blackouts on the company's core activities – electric power generation • Non-compliance with environmental standards and accidental pollution • Use of resources and waste management	Medium-High	Examination and audit of equipment, timely and high-quality maintenance campaigns. Establishment of constructive relationships with authorities to timely resolve the issues that may arise
	• Industry (2)	• Changes in economic state of the industry, possible fluctuations of prices for energy sources (gas, fuel oil) and their supply compared to planned values, lower selling prices for products and services	Medium	Signing long-term agreements with independent suppliers, improvement of operating efficiency, determination of best time for fuel purchase, diversification of supply sources, maintenance of the equipment fleet through timely and high-quality maintenance campaigns, technical refurbishment, minimization of unavailability fines
Governance & Culture	• Project/ • Investment (4)	• Impact on the budget • Duration/terms of investment project • Quality of equipment and service • Land tenure and land use	Medium	Monitoring of actual costs and project schedule, hedging of currency component of costs
	• Reputational (10)	• Loss of goodwill and incurring losses as a result of unfavorable attitude to the company image through conventional mass media and social networks;	Medium	Publication of articles reflecting the company activities media monitoring, on-going dialogue with representatives of local administrations and local communities, prompt response to incoming requests/complaints/suggestions

Description of risk categories*	Description of risk group	Risk factors	Degree of impact	Implemented risk governance measures
		• Interacting with local communities, including formation of negative attitude towards the company due to insufficient information transparency, ignoring the influence of the company operating activities on the local context		
Digital Technology	• Information security (7)	• Impact of failures in the information system on the day-to-day activities of the company • Loss of personal and confidential data • Lack of access to the technical and banking system, as well as access to common data system	Low	Access limitation (administratively, and physically), regular inspections. Antivirus software, detailed investigation of unauthorized access attempts
Compliance	• Legal (9)	• Legal proceedings including default on obligations by the suppliers • Impact of sanctions on the company's core activities	Medium	Legal protection, trial monitoring
	• Social (11)	• Human rights violations, rejection of company values • Relations with stakeholders (with communities) • Operating impact on the communities	Low	Holding regular social events aimed at supporting employees, active interaction with regional authorities. Risk analysis at the stage of selection of suppliers, tendering and signing of agreements. A clause is introduced in the agreements with suppliers regarding compliance with human rights, environmental protection, health and safety.

** The key risk indicators are identified for the risks included in categories described. Control of these indicators allows timely identification of negative trends and taking actions to optimize the risk level of the company.*

Risk assessment layout



The company adheres to a conservative risk management policy. In its activities, the company uses a policy aimed at minimizing any risks arising from the implementation of its core business through insurance, compliance with current legislation, diversification of activities, and more.

Corporate Governance

Material topic		**SOUND GOVERNANCE AND FAIR CORPORATE CONDUCT**	
2020 Highlights		• The Board of Directors consisted of 5 independent directors at the end of 2020 • The work of the Board of Directors was assessed by an independent appraiser • The company was included in Top-5 companies listed in the 1st quotation list on MSE for compliance with Corporate Governance Code	
TARGETS AND INITIATIVES 2023			**SDG**
NEW	Corporate governance	• Election of 4 and more independent directors to the Board of Directors • Independent evaluation of Board of Directors performance • Be included in Top-5 companies listed in the 1st quotation list on MSE for compliance with Corporate Governance Code	

Corporate Governance System

103-1 103-2 103-3 102-18

PJSC Enel Russia strives to comply with the best national corporate governance practices. Our goal is to build the most transparent and effective corporate governance system to increase the investment attractiveness of the company.

Corporate Governance in PJSC Enel Russia:
- is structured in accordance with the requirements of the legislation of the Russian Federation and the Listing Rules of PJSC Moscow Exchange;
- is guided by the best national practices;
- follows the recommendations of the Corporate Governance Code recommended by the Bank of Russia.[22]

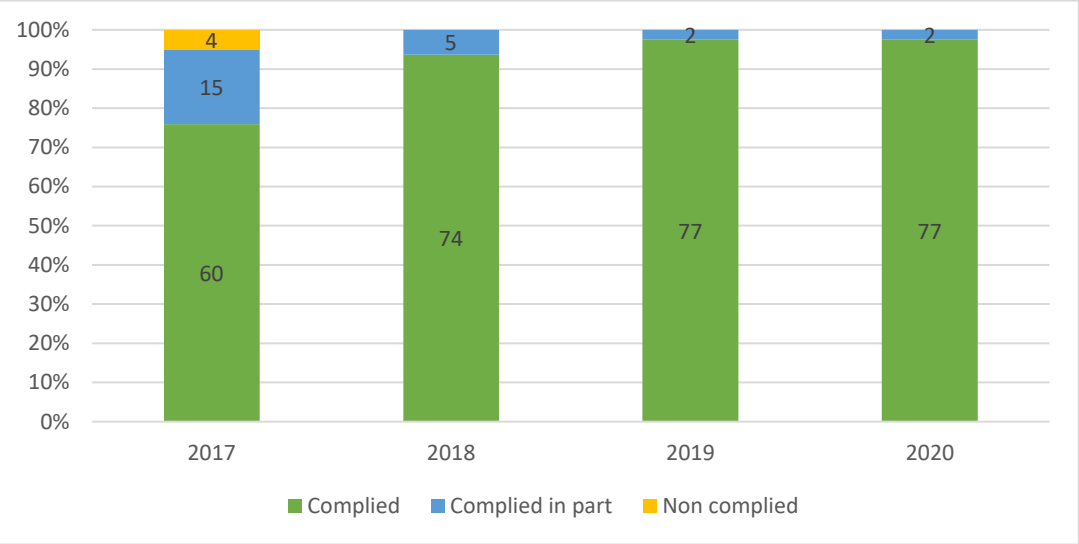
Main internal documents regulating corporate governance:

Charter https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Charter2020.pdf	Regulations on Preparation and Holding of General Shareholders' Meeting https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Regulations%20of%20GSM.pdf	Rules of Procedure for Convention and Holding of Meetings of Board of Directors https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/2020_Rules%20of%20Procedure%20for%20Convention%20and%20Holding%20of%20Meetings%20of%20Board%20of%20Directors.pdf	Organizational Regulation on Committees of the Board of Directors https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Committes%27%20regulation.pdf	Regulation on the Executive Board https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/2020_Regulation%20on%20the%20Executive%20Board.pdf
Regulation on Corporate Secretary https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Regulation%20for%20Corporate%20Secretary%20of%20PJSC%20Enel%20Russia.pdf	Regulation of internal audit department https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Regulation%20on%20Internal%20Audit%20Commission%20of%20PJSC%20Enel%20Russia.pdf			

[22]Corporate Governance Code recommended by Bank of Russia in Letter No. 06-52/2463 dated 10.04.2014 to be applied by joint-stock companies whose securities are admitted to organized trading.

In recent years, the company has achieved significant results in implementing the advanced corporate governance standards contained in the Corporate Governance Code.
According to the results of the annual study "National Corporate Governance Index" conducted by the Top Competence Center for Corporate Development with the participation of the Moscow Stock Exchange and the Center for System Transformations of the Faculty of Economics of Lomonosov Moscow State University, in 2020, the company entered the top 10 leaders in terms of completeness and quality of disclosed information on the principles of corporate governance.[23]

Dynamics of implementation of the recommendations of the Corporate Governance Code in 2017-2020



By the end of 2020, the level of compliance with the recommendations of the Corporate Governance Code did not change compared to the results of 2019: 77* out of 79 possible recommendations were fully complied with, and 2 more recommendations were partially complied with.[24]

At the same time, the company continues to work on improving corporate governance within the framework of the previously observed recommendations of the Corporate Governance Code:

Clause 1.1.5. For the first time, shareholders were given the opportunity to vote electronically.

Clauses 2.1.6., 6.1.1. The new version of the Regulation on the Information Policy contains an extended list of information disclosed by the company on a voluntary basis – it was supplemented by the information on the results of voting on all issues on the agenda of the Board of Directors meetings.
Clause 2.4.3. The number of independent directors has increased compared to the previous period. By the end of 2019, the Board of Directors consisted of 4 independent directors, and by the end of 2020 – 5. Independent directors made up almost half of the Board of Directors.
Clause 2.5.1. The independent director became the Chairman of the Board of Directors.
Clause 4.3.2. The Long Term Incentive Plan was supplemented for the first time with a provision on the payment of a part of the bonus in the company's shares.
Reasons for non-compliance with the recommendations of clauses 3.1.2 and 7.2.2. of the Corporate Governance Code remained the same. A detailed report on compliance with the principles and

[23] The results of the study can be found on the Internet at http://cgindex.ru/wp-content/uploads/2020/12/National%20CG%20Index%202020_rus.pdf
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[24] Recommendation on the option program in favor of the members of the Board of Directors (clause 4.2.2. of the Corporate Governance Code) is not applicable to PJSC Enel Russia, but has been taken into account in 77 recommendations implemented by the company. Without taking this recommendation into account, PJSC Enel Russia complies with 76 recommendations of the Corporate Governance Code.

recommendations of the Corporate Governance Code is provided in the section "Information on the company's Compliance with the Principles and Recommendations of the Corporate Governance Code".

The shares of PJSC Enel Russia are listed for on-exchange trading in the quotation list of the first (top) level, which means that company meets the heightened requirements for the quality of the corporate governance. To comply with the requirements for corporate governance set out in in the Listing Rules of PJSC Moscow Exchange, the company took the following actions:

- the Board of Directors has been formed, consisting of at least four independent directors;
- The Audit and Corporate Governance Committee, as well as the HR and Remuneration Committee, are headed by independent directors;
- Corporate Secretary reports to the Board of Directors;
- the dividend policy is in place;
- the head of the structural unit that performs internal audit is functionally accountable to the company's Board of Directors, and administratively — to the General Director.

The company plans to continue to maintain the achieved level of compliance with the recommendations of the Corporate Governance Code.

The Company's management bodies

General shareholders' meeting

102-18

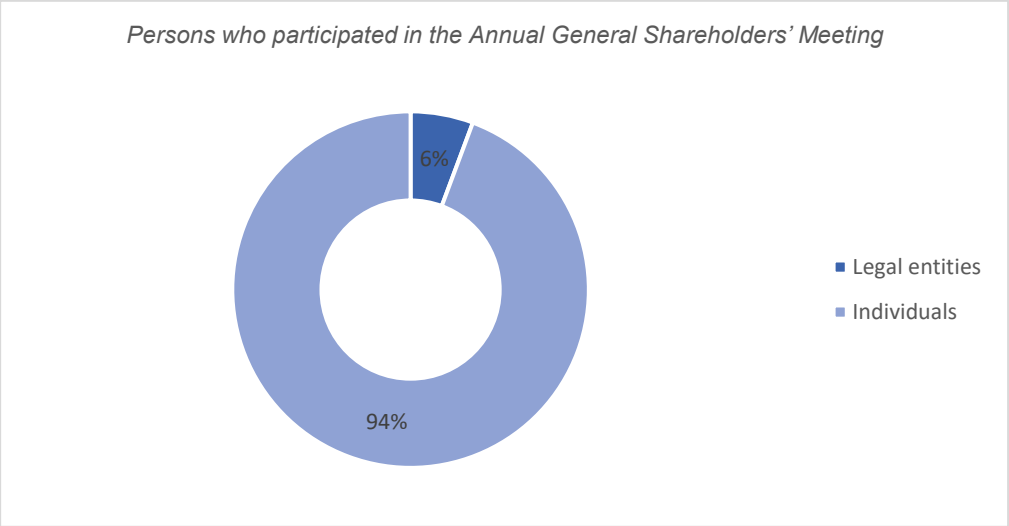
The supreme governing body of PJSC Enel Russia is the General Shareholders' Meeting

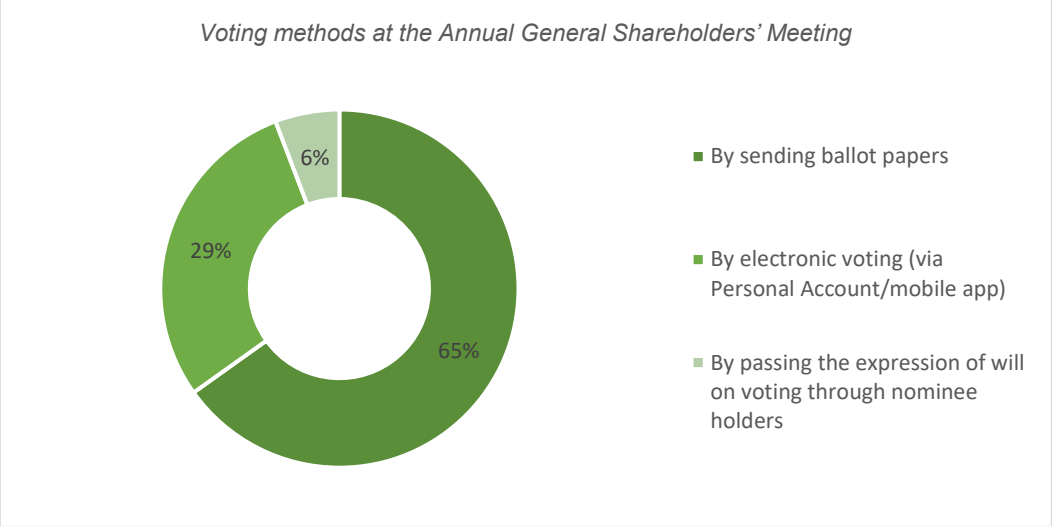
The procedure for preparing and holding the General Shareholders' Meeting, as well as its competence are determined by the Federal Law On Joint Stock Companies, by-laws of the Bank of Russia, the Charter, as well as the Regulations on Preparation and Holding of General Shareholders' Meeting.

Charter https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Charter2020.pdf	Regulations on Preparation and Holding of General Shareholders' Meeting https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Regulations%20of%20GSM.pdf

In 2020, at the time of the decision to convene the General Shareholders' Meeting, a high-alert regime was introduced in those cities where, according to the Company's Charter, the meeting can be held (in Moscow, Yekaterinburg, Konakovo, Nevinnomyssk, Sredneuralsk and Asbest). Such measure prohibited to hold public events. In order to comply with security measures due to the COVID-19 pandemic, as well as in accordance with the amendments made to the legislation of the Russian Federation, the annual General Shareholders' Meeting in 2020 was held in the form of absentee voting.
Therefore, the company undertook all necessary measures to ensure that shareholders can freely exercise their right to vote, express their opinions and ask questions, which are:
- in order to provide additional information to shareholders (in addition to the mandatory publication of materials for the meeting) on the corporate website www.enelrussia.ru a few days before the date of the General Shareholders' Meeting, video messages on all the agenda issues were made public, as well as an address of the Chairman of the Board of Directors (Chairman of the General Shareholders' Meeting);
- shareholders had an opportunity to express their opinions and send questions regarding the agenda, ask questions to the members of the Board of Directors, Executive Board members, General Director, key managers, the Director for Accounting and Tax Accounting - Chief Accountant, Auditor of the Company, the nominated director via e-mail, WhatsApp, and using a special form available on the corporate website;
- the answers to the shareholders' questions were promptly published on the Company's website;
- the Company's employees promptly answered the questions related to the meeting by phone;

- shareholders could participate in the General Meeting not only by sending completed ballots, but also by electronic voting.





Annual General Shareholders' Meeting on June 19, 2020:

- ✓ made a decision on the distribution of profits (including the payment (declaration) of dividends) of PJSC Enel Russia by the results of 2019;
- ✓ elected members to the Board of Directors of PJSC Enel Russia and approved the auditor;
- ✓ approved the following documents: the Company's annual report for 2019; the annual accounting (financial) statements for 2019; the restated Charter of PJSC Enel Russia; the restated Regulations on the Rules of Procedure for Convention and Holding of Meetings of Board of Directors of PJSC Enel Russia, the restated Regulation on the Executive Board of PJSC Enel Russia;
- ✓ agreed to conclude an agreement on the transfer of Contracts (rights and obligations under contracts) for the provision of capacity of qualified generating facilities operating on the basis of renewable energy sources, which were concluded by PJSC Enel Russia, in favor of LLC Enel Rus Wind Generation, which is a related party transaction.

The Company's Board of Directors

102-20 102-24 102-26 102-31

The Board of Directors of PJSC Enel Russia deals with general administration of the company's activities.

The competence of the Board of Directors, the procedure for its activities, the rights and obligations of its members are determined by the Federal Law On Joint Stock Companies, the Charter, the Rules of Procedure for Convention and Holding of Meetings of Board of Directors.
A number of amendments were made to the company's Charter in 2020 concerning the Board of Directors:
- the competence of the Board of Directors has been adjusted, including in terms of approving a number of transactions, which will allow adjusting the workload of the above management body;
- the procedure for notifying members of the Board of Directors, members of the Executive Board, and shareholders of the company of related-party transactions has been established.

The restated Regulations on the Rules of Procedure for Convention and Holding of Meetings of Board of Directors, approved by the Annual General Shareholders' Meeting in 2020, contains, in particular, the following changes:
- in accordance with the results of the self-assessment performance procedure for the Board of Directors for 2019, the deadline for providing information to the meetings of the Board of Directors has been extended;
- the procedures for canceling or postponing meetings of the Board of Directors have been regulated.

Charter https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Charter2020.pdf	Rules of Procedure for Convention and Holding of Meetings of Board of Directors https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/2020_Rules%20of%20Procedure%20for%20Convention%20and%20Holding%20of%20Meetings%20of%20Board%20of%20Directors.pdf

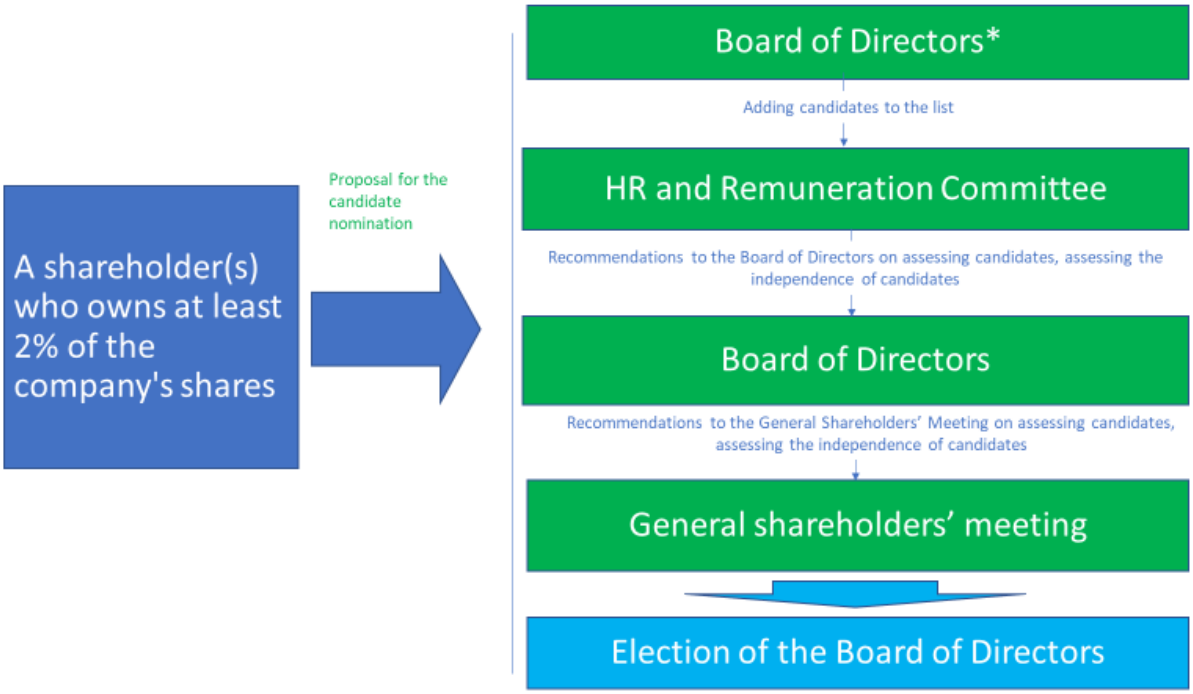
Goals and objectives of the Board of Directors:

- To determine the company's development strategy aimed to increase the market capitalization and investment attractiveness, make maximum profit and increase assets
- To provide the implementation and protection of the rights and legitimate interests of the company's shareholders, as well as helping to resolve corporate conflicts
- To provide the completeness, accuracy and objectiveness of disclosure of information on the company for shareholders and other interested parties
- To create effective internal control mechanisms
- To assess on a regular basis the activities of the company's executive bodies and performance of the management

The company's Board of Directors consists of 11 members. Members of the Board of Directors are elected annually by cumulative voting until the next Annual General Shareholders' Meeting.

In order to elect a balanced composition of the Board of Directors, at the annual General Meeting, shareholders are provided with detailed information about candidates to the Board of Directors, including their education background and work experience, as well as an assessment of the independence of candidates to the Board of Directors, an assessment of candidates to the Board of Directors in terms of their relevant experience, knowledge, business reputation, and recommendations of the Board of Directors to elect a sufficient number of independent directors in order for the company to comply with the Moscow Exchange Listing Rules and the recommendations of the Corporate Governance Code.[25]

Board of Directors election procedure



*The Board of Directors may also add candidates to the list of candidates for voting

The meetings of the Board of Directors are held in accordance with the approved Work Schedule of the Board of Directors, as well as the occasion requires, but at least once a quarter. The Work Schedule of the Board of Directors is formed on the basis of proposals of the Chairman and members of the Board of Directors, the General Director, members of the Executive Board and the company's Auditor.

The Board of Directors, in the process of monitoring the company administration and its activities, may give instructions to the company's management on certain issues. The General Director regularly reports to the Board of Directors on the company's performance. The authorized managers of the company have the rights and responsibilities to solve economic, environmental and social problems. Delegation of authority to other employees is done in accordance with their competence and work function.

The Board of Directors has a Strategy Committee, which competence includes, among other things, preliminary consideration of sustainable development issues and ESG strategy.

Onboarding

102-27

[25]The relevant materials for the General Shareholders' Meeting can be found on the company's website at https://www.enelrussia.ru, in the Investors section, on the General Shareholders' Meeting page

After the election of a new Board of Directors, the Corporate Secretary sends information about the Company's strategy, corporate governance system, risk management and internal control system, distribution of responsibilities between the company's executive bodies, and other essential information about its activities to the members of the Board of Directors who are first elected to it. In 2020, the induction program was implemented for the newly elected member of the Board of Directors, Luca Noviello.

Composition of the Board of Directors

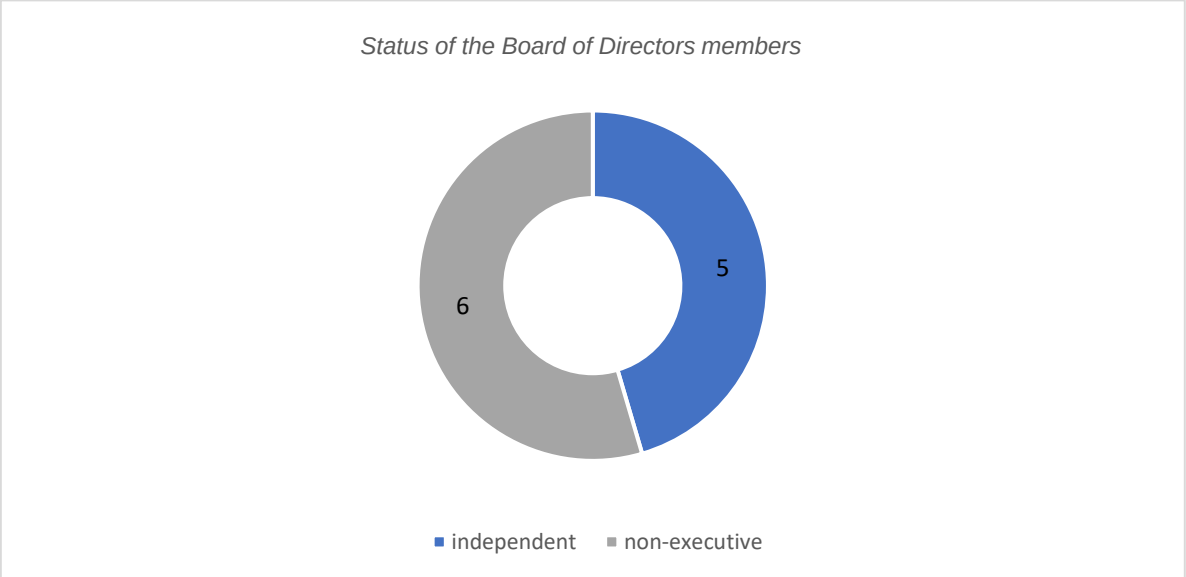
102-22

In 2020, there were two compositions of the Board of Directors — the one elected on 18.06.2019, and the one elected on 19.06.2020.

Composition of the Board of Directors

The Board of Directors of PJSC Enel Russia elected on 18.06.2019	The Board of Directors of PJSC Enel Russia elected on 19.06.2020
1. Andrea Guaccero	1. Giorgio Callegari
2. Maria Antonietta Giannelli	2. Simone Mori
3. Vitaly Yurievich Zarkhin	3. Andrea Guaccero
4. Stephane Maurice Zweguintzow	4. Maria Antonietta Giannelli
5. Giorgio Callegari	5. Vitaly Yurievich Zarkhin
6. Simone Mori	6. Denis Mosolov
7. Denis Mosolov	7. Luca Noviello
8. Andrea Palazzolo	8. Andrea Palazzolo
9. Giancarlo Pescini	9. Giancarlo Pescini
10. Tagir Aliyevich Sitdekov	10. Tagir Aliyevich Sitdekov
11. Laurent Nicolas Souviron	11. Laurent Souviron

Independent members of the Board of Directors



The Board of Directors, which was elected on June 19, 2020, includes 4 independent directors: Andrea Guaccero, Vitaly Zarkhin, Giorgio Callegari, and Andrea Palazzolo.

In November 2020, HR and Remuneration Committee of the company's Board of Directors conducted an analysis of the compliance of the members of the company's Board of Directors with the independence criteria set out in the Listing Rules of PJSC Moscow Exchange[26] and paragraphs 102-107 of the Corporate Governance

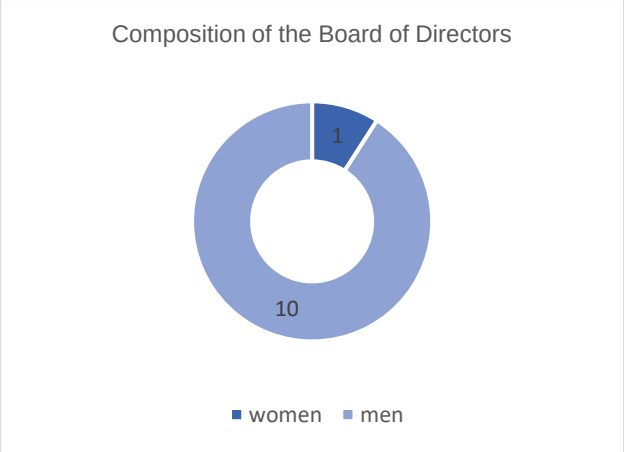
[26]Published on the website of PJSC Moscow Exchange https://www.moex.com.

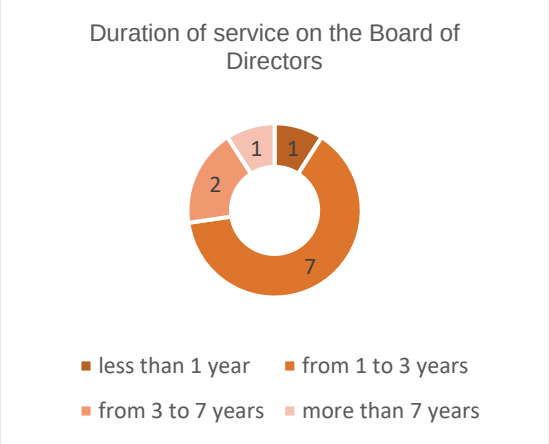
Code. Based on the results of the analysis, HR and Remuneration Committee of the company's Board of Directors determined that the current independent directors of the Company: A. Palazzolo, A. Guaccero, G. Callegari, V.Yu. Zarkhin fully meet the criteria of independence, and also confirmed that D.Mosolov is an independent director of the company's Board of Directors.

As part of the self-assessment of the performance of the Board of Directors for 2019, the directors pointed out the need to reinforce the composition of the Board of Directors, including by appointing an independent director to the role of Chairman of the Board of Directors[27]. Since April 23, 2020, the Board of Directors of PJSC Enel Russia has been headed by an independent director – Giorgio Callegari.
Giorgio Callegri was named among the 25 Best Chairmen of the Board of Directors of the XV National Director of the Year Award.

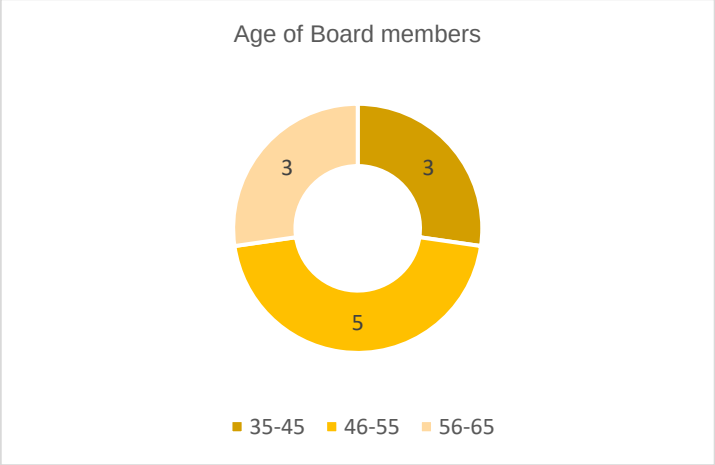
Compliance of the Board of Directors with best practices

Corporate governance requirements for the inclusion of shares in the Level One (Listing Rules of PJSC Moscow Exchange)	the number of independent directors must be at least one-fifth of the board of directors and may not be less than three.	5 of the 11 members of the Board of Directors are independent
Corporate Governance Code	independent directors make up at least one third of the elected board of directors	
	the Chairman of the Board of Directors is an independent director	The Board of Directors is headed by Independent Director Giorgio Callegari



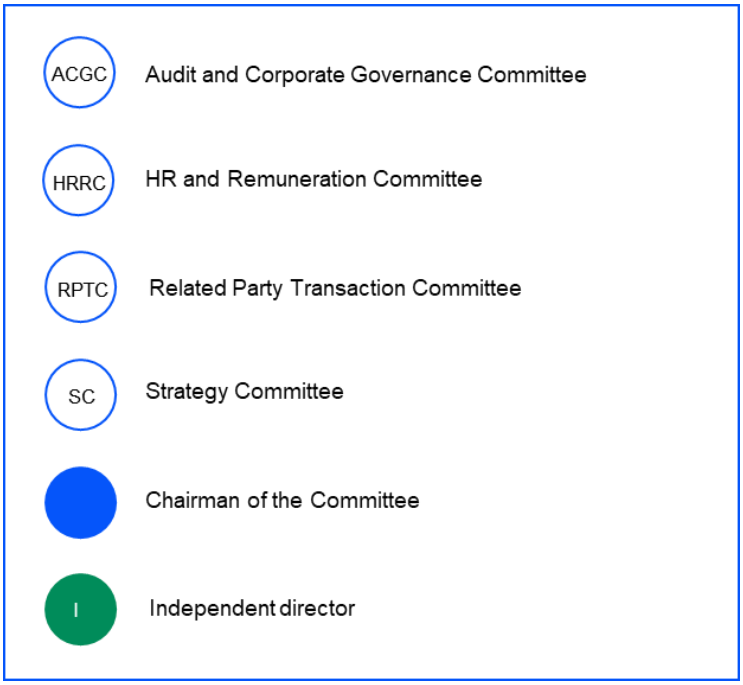


[27]Information on the self-assessment of the Board of Directors' performance for 2019 can be found in the company's Annual Report for 2019 on the website at https://www.enelrussia.ru/



Information about the members of the company's Board of Directors[28]

Board Committee's composition as at 31.12.2020



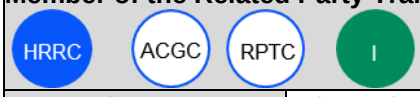
102-22 **102-23** **102-25**

Giorgio Callegari **Chairman of the Board of Directors** **Chairman of the Related Party Transaction Committee** **Chairman of the Strategy Committee** RPTC SC I	
Corporative status	Independent director

[28] The information is listed as of March 2021. More detailed information about the members of the Board of Directors is contained in the issuer's quarterly reports in Russian, published on the corporate website at https://www.enelrussia.ru/ru/investors/a201612-quarterly-reports.html.

Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2018, he was Senior independent director in 2018-2020, he is currently a member of the company's Board of Directors
Born	1959
Citizenship	Italy
Education	Polytechnical Institute in Torino, Degree in Mining Engineering
Work experience over the last 5 years	2020 – present - member of the Auditing Commission of Association of the European Businesses 2020 - present - member of the Board of Directors of Skolkovo Ventures 2020 – present - member of the Board of Directors, Head of Strategy Board Committee, Member of Human Resources Board Committee of Volga-Dnepr Logistics B.V. 2018-present – CEO and Chairman of LLC Generali Russia and CIS 2013-present –member of the Board of Directors of Ingosstrakh 2018-2019 – CEO of LLC Insurance Brokers Generali Russia and CIS 2017-2018 – member of the Board of Directors of JSC "Aeromar" 2016-2018 – Council at Sita 2014-2018 – member of the Board of Directors of Pobeda Airlines LLC 2011-2018 – deputy CEO Strategy and Alliances of PJSC Aeroflot
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020

Andrea Guaccero
Chairman of the HR and Remuneration Committee
Member of the Audit and Corporate Governance Committee
Member of the Related Party Transaction Committee



Corporative Status	Independent Director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2018, he is currently a member of the company's Board of Directors
Born	1970
Citizenship	Italy
Education	He graduated with honors from the Law School of the University La Sapienza in Rome and holds a Ph.D. in Public Law of Economy from the University La Sapienza in Rome
Work experience over the last 5 years	2019-January 2020 – member of the Surveillance Committee in Banca Carige S.p.A. in extraordinary administration (appointment by the European Central Bank) 2017-present – member of the Board of Directors of Marzotto S.p.A. 2007-present – full Professor of Law in University Roma Tre, Rome Lawyer
Ownership on shares	He has no shares in the charter capital/ ordinary shares of company. He made no transactions with ordinary shares of the company in 2020.

Zarhin Vitaliy Yurievich
Member of the Audit and Corporate Governance Committee
Member of the HR and Remuneration Committee
Member of the Related Party Transaction Committee
Member of the Strategy Committee

Corporative status	Independent Director
Membership in the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2019, he currently is a member of the company's Board of Directors

Born	1976
Citizenship	Russian Federation
Education	High School of Economy, Bachelor's Degree in Economy, Master's Degree in Management
Work experience over the last 5 years	2019- present – member of the Board of Directors of PJSC "IDGC of Centre", of PJSC "IDGC of Centre and Volga region", of PJSC "ROSSETI South 2018-2019 – member of the Board of Directors, Chairman of Audit committee of PJSC "KTC" 2011-2018 – managing Director, Gazprombank (PJSC)
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020

Giannelli Maria Antonietta **Member of the Strategy Committee** SC	
Corporative Status	Non-executive director
Membership of the Board of Directors	She was first elected to the Board of Directors of PJSC Enel Russia in 2018, she is currently a member of the company's Board of Directors
Born	1973
Citizenship	Italy
Education	University of Lecce, graduation in Economics and Finance LUISS Guido Carli, MBA.
Work experience over the last 5 years	2019-present – member of Supervisory Board of Slovenske Elektrarne AS 2013-present – Mergers & Acquisitions Senior Project Manager in Administration, Finance and Control Department of Enel S.p.A.
Ownership on shares	She has no shares in the charter capital/ ordinary shares of the company. She made no transactions with ordinary shares of the company in 2020.

Simone Mori **Deputy Chairman of the Board of Directors** **Member of the Strategy Committee** SC	
Corporative status	Non-executive Director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2019, he is currently a member of the company's Board of Directors
Born	1964
Citizenship	Italy
Education	Parma University, degree in physics LUISS Guido Carli, MBA degree
Work experience over the last 5 years	2020-present – Head of Europe in Enel S.p.A. 2020 – present - member of the Governing Council and of the General Board of Elettricità Futura 2019 – present - member of the General Board of Confindustria 2018-2020 – Head of Europe and Euro-Mediterranean Affairs in Enel S.p.A. 2017-present – member of the Board of Directors of Bruegel 2017- present – member of the Board of Directors of CERRE 2017-present – member of General Board of Confindustria Energia 2017-present –member of Europe Technical Committee of Confindustria 2016-2020 – president at Elettricita Futura

	2014-2018 –Head of European Affairs at Enel S.p.A
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Mosolov Denis **Member of the Strategy Committee** SC I	
Corporative status	Independent director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2016, he is currently a member of the company's Board of Directors
Born	1981
Citizenship	Australia
Education	Macquarie University, Bachelor of Commerce, specializing in Actuarial Studies.
Work experience over the last 5 years	He has been with Macquarie Group since 2008, specializing in funds management of infrastructure assets in Australia, Europe and Russia
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Luca Noviello **Member of the Strategy Committee** SC	
Corporative status	Non-executive director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2020, he is currently a member of the company's Board of Directors
Born	1973
Citizenship	Italy
Education	University of Rome "La Sapienza" with degree in Mechanical Engineering
Work experience over the last 5 years	2019-present - Head of Operation and Maintenance Thermal at Global Thermal Generation Srl 2017-01.2021 - Sole Director at Tynemouth Energy Storage Limited 2016-2019 - Director at Enel Generacion Chile S.A. 2016-2018 - Head of Operation and Maintenance Thermal Generation at Enel S.p.A. 2014-2016 - Head of People and Organization Global Generation at Enel S.p.A.
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020

Andrea Palazzolo **Chairman of the Audit and Corporate Governance Committee** **Member of the HR and Remuneration Committee** **Member of the Related Party Transaction Committee** ACGC HRRC RPTC	
Corporative status	Independent director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2018, he is currently a member of the company's Board of Directors
Born	1974
Citizenship	Italy
Education	He graduated with honors from Business Law School of LUISS Guido Carli.

Work experience over the last 5 years	2019-present – member of the Board of Directors of Sea Beach Immobiliare 2018-present – independent consultant, member of Legality, Transparence and Administrative Efficiency Committee in Sicily Region and Chairman of Supervisory Body of Law 231/2001 of Happy Games 2008-present –professor, Scientific Coordinator at LUISS University, Rome. 2008-present – lawyer at Studio Legale Palazzolo 2004-2016 –Trustee with power of attorney, Compliance Officer in Gruppo Maggiore
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Giancarlo Pescini	
Corporative status	Non-executive director
Membership in the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2019, he is currently a member of the company's Board of Directors
Born	1962
Citizenship	Italy
Education	University La Sapienza in Rome, Economy and Business Management
Work experience over the last 5 years	2015-2019 – member of Internal Audit Commission of PJSC Enel Russia 2014-2019 – member of the Board of Directors of Enel Investment Holding B.V. 2014-2019 – Head of Unit "Group's Participation" at Enel S.p.A.
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Tagir Alievich Sitdekov	
Corporative status	Non-executive director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2012. He was a member of the Board of Directors in 2012-2014, and from 2015 to present time
Born	1976
Citizenship	Russian Federation
Education	Plekhanov Russian Academy of Economics, economist University of Chicago Booth School of Business, MBA
Work experience over the last 5 years	2011-present – First Deputy General Director of JSC Management Company RDIF 2012-present – member of the Executive Board of JSC Management Company RDIF 2020-present – member of the Board of Directors of JSC "SESH Holding" 2020-present – member of the Board of Directors of LLC "Kromis" 2019-present – member of the Board of Directors of Ristango Holding Limited 2019-present – Chairman of the Board of Directors Thalita Trading Limited 2019-present – Director at Aliexpress Russia Holding Pte Ltd 2019-present - member of the Board of Directors of LLC "ALIBABA.COM (RU)" 2019-present – member of the Board of Directors of JSC "PE "Obolenskoe" 2018-present – member of the Board of Directors in PJSC GTM 2018-present – member of the Board of Directors of Desiberg Holdings Limited 2017-present – member of the Board of Directors in JSC Terminal Vladivostok 2017-present – chairman of the Board of Directors of LLC Natsionalnaya sim-karta 2016-present – member of the Board of Directors LLC Professional logistics technologies 2016-present – member of the Board of Directors of LLC Road-investment company 2015-present – member of the Board of Directors of LLC Severo-vostochnaya magistral

	2015-present – member of the Board of Directors ofLLC Yugo-vostochnaya magistral 2014-present – non-executive Director and member of Audit, Risks and Internal Control Committee of Tigers Realm Coal Limited 2012-present – director of Causie Investments Limited 2012-present – director of PFR Partners Management Limited 2012-present – director of RDIF Asset Management Limited 2019-2020 - member of the Board of Directors of JSC “KRSK” 2016-2016 – director at RP Asset Management 2016-2016 – director at RS Investment Advisor 2016-2016 - CEO of LLC “Professional logistic technologies” 2016– CEO of LLC “RS Investment management” 2016-2017 – CEO of LLC “RDIF – Investment management -16” 2015-2016 – CEO of LLC “Infrastructure investments-2” 2014-2015 – Member of the Board of Directors of OJSC “Stolichny Trakt” 2014-2017 – director at Kristian Holdings Limited
Ownership on actions	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Laurent Souviron	
Corporative Status	Non-executive director
Membership of the Board of Directors	He was first elected to the Board of Directors of PJSC Enel Russia in 2015. He was a member of the Board of Directors in 2015-2018, and he is currently a member of the company’s Board of Directors since 2019
Born	1966
Citizenship	France
Education	Columbia University, bachelor's degree in operations research Columbia University, MBA
Work experience over the last 5 years	2016-present – member of the Board of Directors at ASTIR 2009-present – Partner at AGC Equity Partners Ltd 2012-2016 – member of the Board of Directors of Conformis
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Information about the members of the Board of Directors elected in 2019 and serving until the election of the new Board of Directors in 2020 are presented in the Annual Report for 2019.

Annual Report 2019
https://www.enelrussia.ru/content/dam/enel-ru/documents/en/annual/Enel_Annual_report-2019-web-eng.pdf

Board of Directors report

102-22

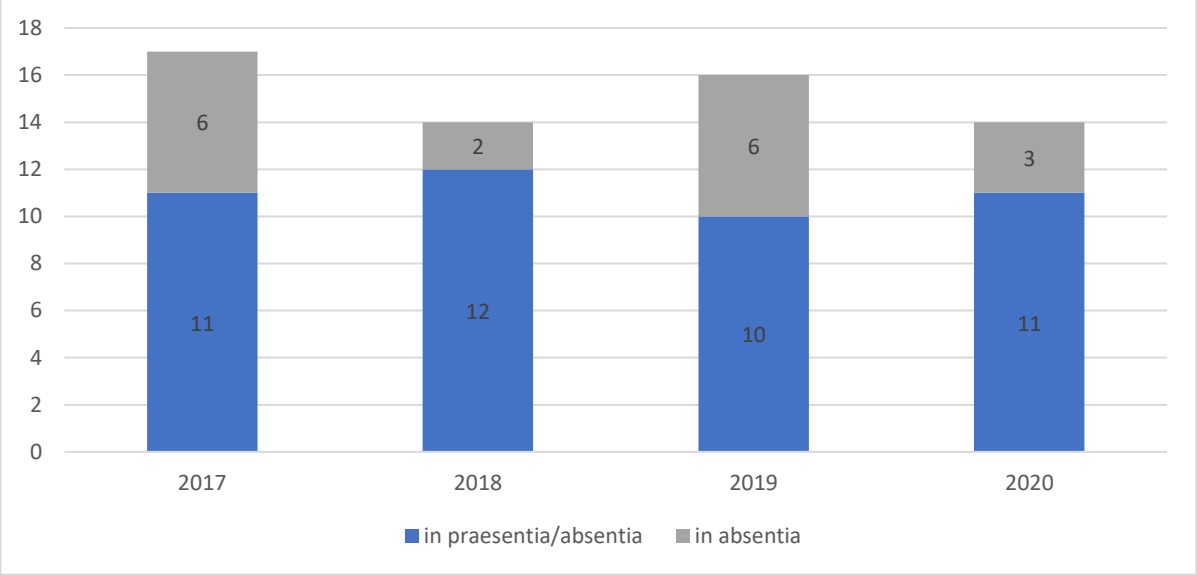
In 2020, 14 meetings of the Board of Directors of PJSC Enel Russia were held (11 meetings in presentio and in absentia and 3 meetings in absentia), where more than 110 issues were considered. 1 meeting was not held.

Participation of members of the Board of Directors in meetings

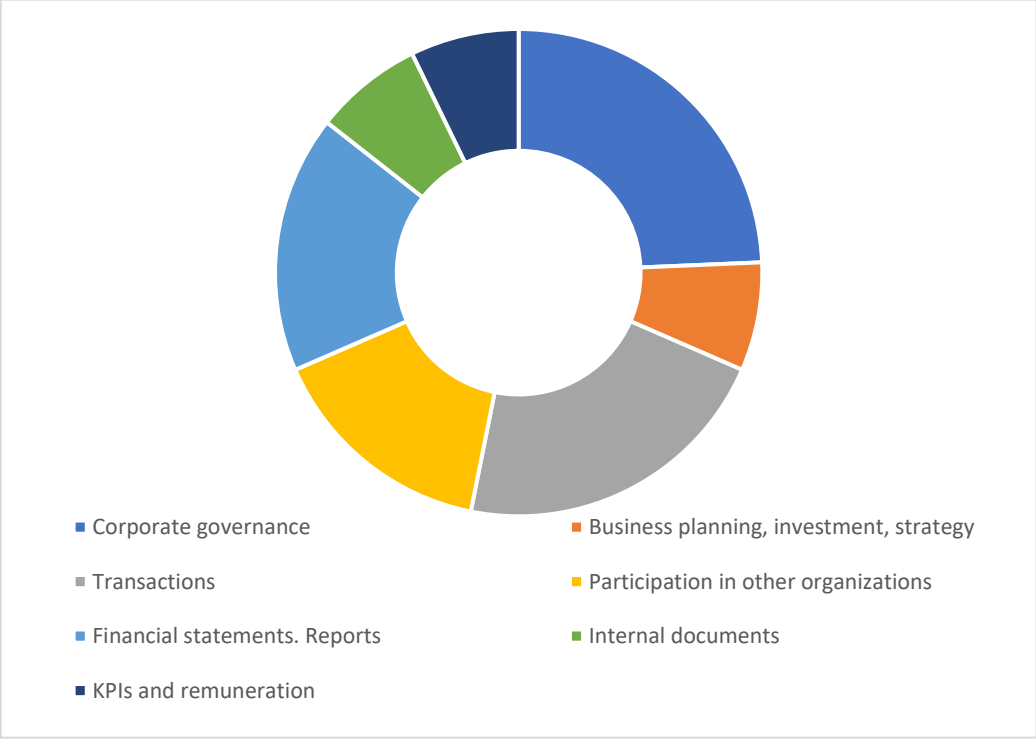
Meeting dates and form/Full name of the members of the Board of Directors	05.02.2020, in presentio and in absentia	05.03.2020, in absentia	16.03.2020, in absentia	24-26.03.2020, in presentio and in absentia	31.03.2020, in absentia	21-22.04.2020, in presentio and in absentia	27.05.2020, in presentio and in absentia	26.06.2020, in presentio and in absentia	27.07.2020, in presentio and in absentia	06.08.2020, in presentio and in absentia	17.08.2020, in absentia	29.09.2020, in presentio and in absentia	28.10.2020, in presentio and in absentia	26.11.2020, in presentio and in absentia	16.12.2020, in presentio and in absentia
Stephane Maurice Zweguintzow	v	v	v	v	The meeting was not held	v	v								
Andrea Guaccero	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Maria Antonietta Giannelli	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Vitaly Yurievich Zarkhin	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Giorgio Callegari	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Simone Mori	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Denis Mosolov	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Andrea Palazzolo	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Giancarlo Pescini	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Tagir Aliyevich Sitdekov	v	v	v	v		v	v	v	v	v	v	v	v	v	v
Laurent Souviron	v	v	v	-		v	v	v	v	v	v	v	v	v	v
Luca Noviello								v	v	v	v	v	v	v	v

At the time of the meeting, the person was not a member of the Board of Directors.

Number of meetings of the Board of Directors in 2017-2020



Structure of issues considered by the Board of Directors in 2020



The most important issues considered by the Board of Directors of PJSC Enel Russia in 2020:

- on approval of investment projects;
- on approval of the business plan and budget;
- on election of the General Director;
- on changes to the composition of the Executive Board;
- on approval of the consolidated financial statements of PJSC Enel Russia in accordance with IFRS;
- on approval of the charity program for 2020;
- on considering various related party transactions;
- on preparation and conduct of General Shareholders' Meetings, as well as on assessment of the independence of nominated members to the Board of Directors;
- on recommendations to the company's representative regarding participation in the general meetings of subsidiaries;
- on corporate governance practices and risk management system review;
- issues related to the company's strategy;
- on long-term incentive plans of PJSC Enel Russia.

The Board of Directors regularly reviewed the reports of the General Director on the company's performance, as well as on investment projects connected with thermal generation, reports of the chairmen of the Committees of the Board of Directors.
During 2020, the Board of Directors approved a number of internal documents, including
- Anti-Corruption Policy of PJSC Enel Russia and the Guidelines for Anti-Corruption Management System in PJSC Enel Russia;
- Procurement Policy of PJSC Enel Russia;
- Regulation on payment of remuneration and compensations to members of Board of Directors and Board of Directors' Committees of PJSC Enel Russia;
- Regulation on the Information Policy of PJSC Enel Russia.

Committees of the company's Board of Directors

102-22

Committees of the company's Board of Directors are advisory bodies formed on the basis of resolutions of the Board of Directors, which are not authorized to act on behalf of the company or the Board of Directors.

The Committees operate in accordance with the company's Charter, as well as the Organizational Regulation on Committees of the Board of Directors, which define the tasks, functions and procedure for holding meetings of the Committees.[29] The number of members of the Committees is determined by the Board of Directors.

Charter https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Charter2020.pdf	Organizational Regulation on Committees of the Board of Directors https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Committes%27%20regulation.pdf

In order to improve the efficiency of the Committees' work, joint meetings of the Committees were held in 2020: in May – a joint meeting of the Audit and Corporate Governance Committee and the Related Party Transactions Committee; in October – a joint meeting of the Audit and Corporate Governance Committee and the Strategy Committee.

Audit and Corporate Governance Committee

REPORT OF THE AUDIT AND CORPORATE GOVERNANCE COMMITTEE FOR 2020

[29] The company's Charter and the Organizational Regulation on Committees of the Board of Directors of PJSC Enel Russia are published on the company's website at https://www.enelrussia.ru.

As the Chairman of the Audit and Corporate Governance Committee of the Board of Directors of PJSC Enel Russia, I am pleased to present our report for 2020 to shareholders. I hope that in this report we will be able to demonstrate our commitment, as the Audit and Corporate Governance Committee, to our duties in accordance with the Corporate Governance Code recommended for use by letter of the Bank of Russia dated April 10, 2014 No. 06-52/2463, and the efficient fulfillment of these duties during 2020.

Our **key objective** is to facilitate the efficient fulfillment of the functions by the Board of Directors of PJSC Enel Russia in resolving issues related to the control of financial and economic activities as well as development and improvement of the corporate governance system and practice at PJSC Enel Russia. To accomplish this objective, the Committee is granted **the following functions, namely**:

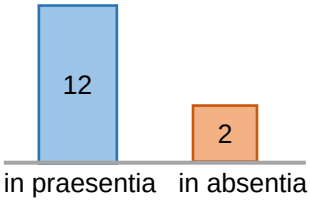
In the field of accounting (financial) statements	- preliminary review, analysis of the annual financial statements of the Company; - control of ensuring completeness, accuracy and reliability of the Company's financial statements.
In the field of risk management and internal control	- monitoring the efficiency and reliability of the internal control and risk management system; - creation and ensuring the efficiency of procedures in the field of risk management and internal control including the consideration of policies in relation to risk management and internal control; - creating conditions that prevent, identify and reduce the likelihood of financial and operational risks.
In the field of internal audit	- ensuring independence and objectivity of the internal audit functions; - ensuring functioning of the internal audit of the Company including consideration of the internal audit work plan and preliminary consideration of the appointment (dismissal) of the Head of Internal Audit.
In the field of external audit	- selection of candidates for subsequent election of the external Auditor of the Company and determination of the amount of remuneration for its services; - evaluation of independence and absence of the conflict of interest of the external Auditor as well as assessment of the quality of audit of accounting (financial) statements; - ensuring independence and objectivity of implementation of the external audit functions as well as ensuring efficient interaction of the external Auditor with the Company.
In the field of corporate governance	- preliminary review, analysis of the annual report of the Company; - ensuring Company’s compliance with the legislation and stock exchange requirements, ethical standards, rules and procedures of the Company, as well as best national and international practices in relation to corporate governance; - analysis of the corporate governance system of the Company, evaluation of corporate governance practices and development of recommendations for improvement of the corporate governance system; - assistance in creating conditions at the Company aimed at preventing bad faith actions by the employees of the Company and third parties; - control of special investigations on the issues related to potential fraud, unfair use of insider or confidential information.

I chair the Committee **consisting** of three members, each being an independent director. The Committee in its current composition was elected by the Board of Directors of PJSC Enel Russia on June 26, 2020 (Minutes No. 8/20 of the meeting of the Board of Directors of PJSC Enel Russia dated June 29, 2020), in the previous composition – on June 25, 2019 (Minutes No. 10/19 of the meeting of the Board of Directors of PJSC Enel Russia dated June 26, 2019):

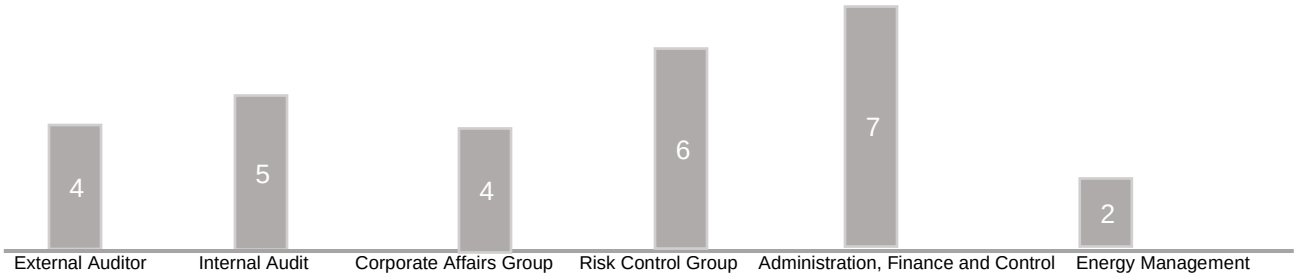
Composition of the Audit Committee operating from January to June 2020	Composition of the Audit Committee operating from June to December 2020
Vitaly Zarkhin – Chairman, independent director	**Andrea Palazzolo** – Chairman, independent director
Andrea Palazzolo – independent director	**Vitaly Zarkhin** – independent director
Andrea Guaccero – independent director	**Andrea Guaccero** – independent director

Each of the Committee's members gained extensive experience in their previous activities in the field of finance, audit and corporate governance, and was elected with the purpose of using a wide range of business knowledge to fulfil the duties assigned to the Audit and Corporate Governance Committee in accordance with the Corporate Governance Code.

14 meetings of the Audit and Corporate Governance Committee were held totally in 2020. **Composition of meetings by the form**:



The number of **meetings** of the members of the Audit and Corporate Governance Committee in 2020 **with various organizational units and the Company's Auditor** within the scope of meetings:



The Audit and Corporate Governance Committee's work was carried out on the basis of the Work Plan approved by the Committee on July 23, 2019 (Minutes No. 6/19 of the meeting of the Audit and Corporate Governance Committee of the Board of Directors of PJSC Enel Russia dated July 24, 2019), as well as the Work Plan approved by the Committee on July 24, 2020 (Minutes No. 10/20 of the meeting of the Audit and Corporate Governance Committee of the Board of Directors of PJSC Enel Russia dated July 24, 2020).

The Committee **considered totally 45 issues in 2020**, including the following main issues:

- recommendations to the Board of Directors regarding the candidacy of the Company's Auditor and his fee,

- recommendations to the Board of Directors regarding the approval of a new revision of the Company's Charter, the annual report of the Company for 2019,

- recommendations to the Board of Directors regarding the annual financial statements of the Company for 2019, consolidated financial statements in accordance with IFRS for 2019 and distribution of profit and payment of dividends,

- Committee's evaluation of the Auditor's reports on the Company's accounting (financial) statements for 2019,

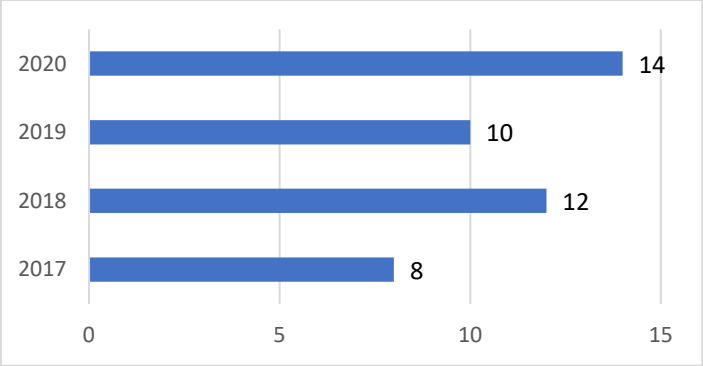
- consideration of regular reports of Internal Audit on implementation of the Annual Audit Plan, risk reports.

Chairman of the Audit and Corporate Governance Committee

of the Board of Directors of PJSC Enel Russia, independent director

Andrea Palazzolo

Number of meetings of the Audit and Corporate Governance Committee in 2017-2020



HR and Remuneration Committee

The HR and Remuneration Committee is responsible for supporting the activities of the company's Board of Directors in the matters of effective and transparent personnel management policy, succession planning, creating an effective remuneration system for members of the Board of Directors, members of the Executive Board, the Corporate Secretary and key management personnel of the company, as well as effective evaluation of the activities of the Board of Directors and its members and Committees.[30]

HR and Remuneration Committee composition

Composition of the HR and Remuneration Committee elected on 25.06.2019:	Composition of the HR and Remuneration Committee elected on 26.06.2020:
1. Andrea Guaccero (Chairman, Independent Director) 2. Giorgio Callegari (Senior Independent Director) 3. Andrea Palazzolo (Independent Director)	1. Andrea Guaccero (Chairman, Independent Director) 2. Andrea Palazzolo (Independent Director) 3. Vitaly Yurievich Zarkhin (Independent Director)

In 2020, 9 meetings of the HR and Remuneration Committee were held, where 29 agenda issues were considered.

[30]More detailed information about the functions of the Committee is contained in the Organizational Regulation on Committees of the Board of Directors of PJSC Enel Russia, which is published on the company's website at https://www.enelrussia.ru.

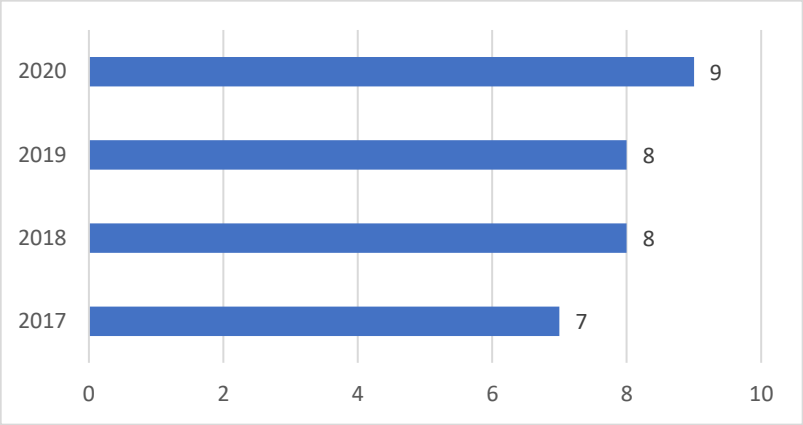
Form of meetings

In presentio	*In presentio and in absentia*	*In absentia*
7	*1*	*1*

The most significant issues and main recommendations made by the HR and Remuneration Committee:

- issuing recommendations to the Board of Directors on the election of the General Director and the composition of the company's Executive Board;
- issuing recommendations to the company's Board of Directors on the issues related to remuneration of key managers, including the approval of the Regulation on payment of remuneration and compensations to members of Board of Directors and Board of Directors' Committees;
- issuing recommendations to the company's Board of Directors on the approval of long-term bonuses, including on the approval of the Long-term Incentive Plan in PJSC Enel Russia for the period 2020-2022;
- issuing recommendations to the company's Board of Directors on the approval of key performance indicators for key executives of PJSC Enel Russia;
- issuing recommendations to the company's Board of Directors on the review of the report on self-assessment of the Board of Directors of PJSC Enel Russia for 2019;
- issuing recommendations to the company's Board of Directors on evaluating the independence of nominated members, forming an opinion on the independence status of the nominated members, and assessing nominated members to the Board of Directors elected at the Annual General Shareholders' Meetings of PJSC Enel Russia;
- review of the independence of the members of the Board of Directors;
- discussion of succession planning in the company.

Number of meetings of the HR and Remuneration Committee in 2017-2020



Related Party Transactions Committee

The Related Party Transactions Committee is responsible for assisting the Board of Directors in evaluating and making decisions when considering related party transactions, conflicts of interest, and significant corporate actions.[31]

Composition of the Related Party Transactions Committee

Composition of the Related Party Transactions Committee elected on 25.06.2019:	**Composition of the Related Party Transactions Committee elected on 26.06.2020:**	**Composition of the Related Party Transactions Committee elected on 17.08.2020:**

[31] More detailed information about the functions of the Committee is contained in the Organizational Regulation on Committees of the Board of Directors of PJSC Enel Russia, which is published on the company's website at https://www.enelrussia.ru.

1. Giorgio Callegari (Chairman, Senior Independent Director) 2. Andrea Guaccero (Independent Director) 3. Vitaly Yurievich Zarkhin (Independent Director)	1. Giorgio Callegari (Chairman, Independent Director) 2. Andrea Palazzolo (Independent Director) 3. Andrea Guaccero (Independent Director)	1. Giorgio Callegari (Chairman, Independent Director) 2. Andrea Palazzolo (Independent Director) 3. Andrea Guaccero (Independent Director) 4. Vitaly Yurievich Zarkhin (Independent Director)

In 2020, 10 meetings of the Related Party Transactions Committee were held, where 21 agenda issues were considered.

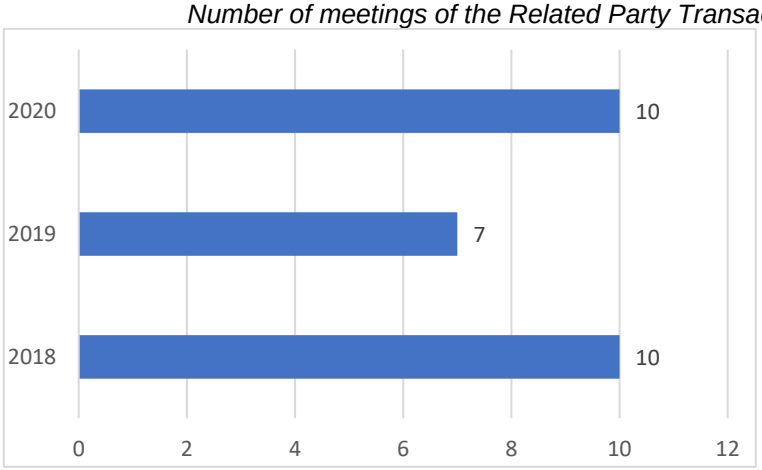
Form of meetings

In presentio	*In presentio and in absentia*	*In absentia*
7	*1*	*2*

The most significant issues and main recommendations made by the Related Party Transactions Committee:

- issuing recommendations to the company's Board of Directors on the approval of related party transactions;
- review of reports on related party transactions for previous periods.

Number of meetings of the Related Party Transactions Committee in 2018-2020[32]



Strategy Commitee

102-31

The duties of the Strategy Committee include assisting the Board of Directors in evaluation and making decisions on the company's strategy through preparatory work for the purpose of making proposals and providing advice.

The Committee is provided, among other things, with the functions to prepare, consider information and provide recommendations on the following issues related to sustainable development[33]:

- revision of the Sustainability Plan and relevant documents (policies, strategies) of the company including ESG (environmental, social and corporate governance) and relevant KPIs;
- analysis of periodic management reports on sustainable development of the company;

[32]The Related Party Transactions Committee was established at the end of 2017, and therefore the dynamics are indicated only for a three-year period.

[33] More detailed information about the functions of the Committee is contained in the Organizational Regulation on Committees of the Board of Directors of PJSC Enel Russia, which is published on the company's website at https://www.enelrussia.ru.

- monitoring of compliance with GRI reporting standards (Global Reporting Initiative) and checking of ESG reports;
- monitoring of the company's performance in accordance with selected external sustainability indicators;
- the issues of sustainable development related to the company's activities and dynamics in interaction of the latter with stakeholders.

Composition of the Strategy Committee

Composition of the Strategy Committee elected on 25.06.2019:	Composition of the Strategy Committee elected on 26.06.2020:
1. Giorgio Callegari (Chairman, Senior Independent Director) 2. Vitaly Yurievich Zarkhin (Independent Director) 3. Maria Antonietta Giannelli 4. Simone Mori 5. Denis Mosolov	1. Giorgio Callegari (Chairman, Independent Director) 2. Vitaly Yurievich Zarkhin (Independent Director) 3. Denis Mosolov (Independent Director) 4. Simone Mori 5. Maria Antonietta Giannelli 6. Luca Noviello

The Strategy Committee has been in operation since mid 2019. In 2020, 10 meetings of the Strategy Committee were held, where 15 agenda issues were considered.

Form of meetings

In presentio	*In presentio and in absentia*	*In absentia*
5	*4*	*1*

The most significant issues and main recommendations made by the Strategy Committee:

- issuing recommendations to the Board of Directors of PJSC Enel Russia on the approval of investment projects for thermal generation;
- issuing recommendations to the company's Board of Directors on the approval of the company's business plan for 2020-2022, including the company's budget for 2020;
- issuing recommendations to the company's Board of Directors on the company's strategy

Participation of the members of the Committees of the Board of Directors in the meetings of the Board of Directors' Committees in 2020

	Audit and Corporate Governance Committee	**HR and Remuneration Committee**	**Related Party Transactions Committee**	**Strategy committee**
Andrea Guaccero	14/14	9/9	10/10	-
Maria Antonietta Giannelli	-	-	-	10/10
Vitaly Yurievich Zarkhin	14/14	4/4	9/9	10/10
Giorgio Callegari	-	5/5	10/10	10/10
Simone Mori	-	-	-	10/10
Denis Mosolov	-	-	-	10/10
Luca Noviello	-	-	-	7/7
Andrea Palazzolo	14/14	9/9	6/6	-

Information on evaluating the effectiveness of the Board of Directors

102-28

Following international best practice and provisions of the national Corporate Governance Code, Enel Russia PJSC conducted an externally facilitated evaluation of the Board of Directors. The evaluation was performed by Stanton Chase, an independent consultant selected as a result of a bidding process. The HR and Remuneration Committee of the Board of Directors initiated and oversaw the evaluation process, which lasted from November 2020 till March 2021.

Goals and Tasks of the Evaluation

According to the Enel Russia PJSC's request, the evaluation goals were:

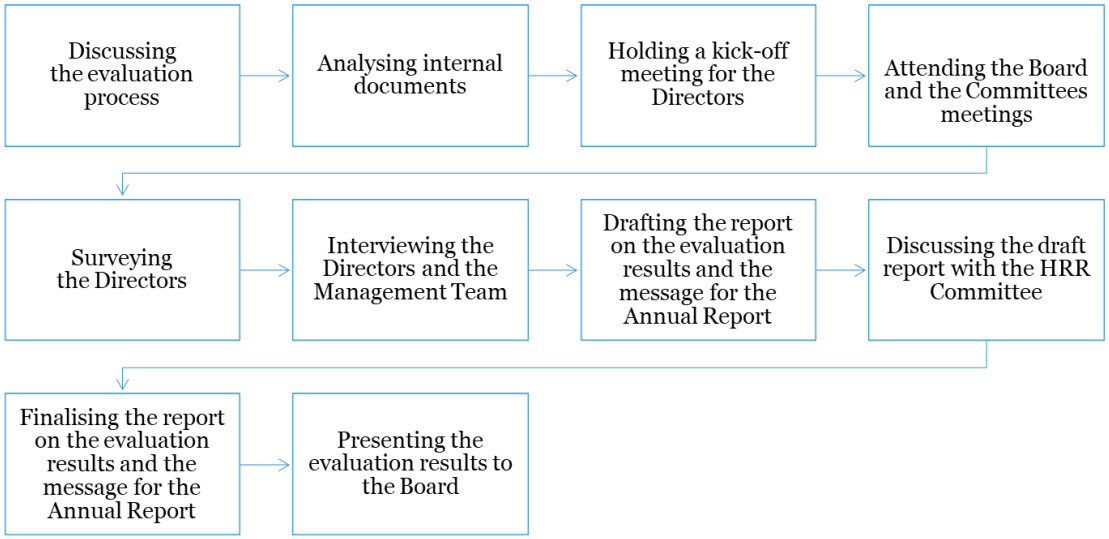
- To provide an objective and balanced view on the performance of the Board, the Committees, and the Corporate Secretary in 2020
- To determine areas for improvement of the performance of the Board of Directors, its Committees, and the Corporate Secretary
- To identify priority tasks for the members of the Board of Directors and its Committees members, as well as for the Corporate Secretary and the Management Team
- To further strengthen the confidence of shareholders, potential investors, regulators, and other stakeholders towards Enel Russia PJSC.

To accomplish these goals, the consultant:

- Collected and analysed information on the work of the Board of Directors, its Committees, and the Corporate Secretary, including surveying and interviewing members of the Board of Directors, members of the Committees, the Corporate Secretary, and the Management Team
- Studied by-laws and other internal documents related to the work of the Board of Directors, its Committees, and the Corporate Secretary
- Assessed the quality of interaction between the Board of Directors, its Committees, the Corporate Secretary, and the executive bodies
- Assessed the approach to organising the work of the Board of Directors, its Committees, and the Corporate Secretary
- Created a report containing a list of initiatives to improve the performance of the Board of Directors, its Committees, and the Corporate Secretary, as well as to enhance Enel Russia PJSC's corporate governance practice
- Discussed the evaluation results with the Board of Directors.

The Evaluation Process

The consultant's methodology covered the performance of the Board of Directors and its Committees, as well as the performance of the Chairman and the Corporate Secretary. The evaluation process included the following steps.



Participants of the Evaluation Process

All members of the Board of Directors took part in the written survey and the individual interviews. In addition, the consultant interviewed nine members of the Management Team, of whom two also participated in the written survey.

Group	Number of Participants in the Group	Percentage of Participants Who Took Part in the Evaluation
Members of the Board of Directors	11	100 %
Management Team	8	100 %
Total	**19**	**100 %**

Key Results of the Evaluation

According to the external consultant, the performance of the Board of Directors and its Committees was effective in 2020, scoring 87 % and 91 % respectively. In particular, the Board of Directors' attention to Enel Russia PJSC's new three-year business plan, the Chairman's work, and the work of the Corporate Secretary are considered the main strengths.

As for the areas worth improving, they are the role of the Board of Directors in Enel Russia's PJSC's governance framework, the expertise of the Board of Directors and two Committees, and the approach to organising meetings.

In 2021, the Board of Directors is advised to pay special attention to such areas as strategy and investment, IR, HR, risk governance, and conflict of interest oversight. [OPTIONAL: The consultant's other recommendations include:

- Fine-tuning the distribution of the legal powers between itself and the executive bodies
- Renewing the dividend policy
- Enhancing the strategy process
- Paying additional attention to the internal audit function
- Strengthening expertise in the local energy sector, ESG, financial audit, risk management, and HR
- Streamlining agenda and improving the quality and timeliness of meeting documents.]

Having discussed the evaluation results during an in-praesentia meeting, the Board of Directors supported a number of initiatives aimed at bringing Enel Russia PJSC's corporate governance to an even more advanced level.

Changes in the activities of the Board of Directors based on the results of the previous self-evaluation

Basic recommendations	Measures taken
The Board of Directors should deal with strategic issues	At the meetings of the Board of Directors in 2020 issues related to the company's strategy were considered
The Board of Directors' composition should be strengthened through election a director with industry-specific experience and changing the Chairman on non-executive / independent director.	Newly elected Director Luca Noviello heads the Division on Operation and Maintenance of Thermal Generation of Global Power Generation Since April 23, 2020, Independent Director Giorgio Callegari has been acting as Chairman of the Board of Directors.
Directors suggested to decrease the work load of the Board of Directors through increasing the period of submission of the Board of Directors' materials from 5 calendar days to 5 business days.	The Rules of Procedure for Convention and Holding of Meetings of Board of Directors have been amended, extending the deadline for providing information for meetings of the Board of Directors. Changes in the competence of the Board of Directors, including in terms of approval of certain transactions under the new edition of the Charter, allowed to adjust the workload of the specified management body.
Feasibility of additional training	Training was postponed to a later date due to COVID-19
The areas to concern for the Audit and Corporate Governance Committee and HR and Remuneration Committee are: risk management area and questions to be considered within succession plan, talent development and talent retaining respectively	The relevant issues were submitted to the above-mentioned Committees for consideration.

Corporate Secretary

The company's Corporate Secretary acts in compliance with the Regulation on Corporate Secretary of PJSC Enel Russia.

Regulation on Corporate Secretary
https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Regulation%20for%20Corporate%20Secretary%20of%20PJSC%20Enel%20Russia.pdf

The main objective of the activities of the Corporate Secretary is to provide efficient interaction with the shareholders, coordination of the company's measures for protection of rights and interests of the shareholders, support of the effective work of the company's Board of Directors.

The Corporate Secretary acts as the secretary of the company's Board of Directors, the Company's General shareholders' meeting, Committees of the company's Board of Directors unless otherwise provided by the resolutions of the company's Board of Directors.

Corporate secretary is officer of the company. The company's Corporate Secretary is appointed and dismissed by the General Director of the company by decision of the Board of Directors.

The candidate for the position of the company's Corporate Secretary shall have the higher education in law, economics or in business, and also shall have working experience in the area of corporate governance and experience in executive positions of minimum two years. The Corporate Secretary shall have knowledge, skills and experience sufficient for him/her to perform his/her obligations, excellent reputation and enjoy the trust of the shareholders.

Since April 2012, Zhanna Igorevna Sedova has been the Corporate Secretary of the Board of Directors.

Sedova Zhanna Igorevna Corporate Secretary	
Born	1973
Citizenship	Russian Federation
Education	Higher (Perm State University, major "Jurisprudence")
Degree	PhD in Legal Sciences since 2001 (Russian Academy of Public Administration under the President of the Russian Federation).
Work experience over the last 5 years	2010 – present - Head of Legal and Corporate Affairs at PJSC Enel Russia 2012 - present - Corporate Secretary at PJSC Enel Russia 2020 – present - member of the Scientific Advisory Council on International Law under the Ministry of Justice of Russia 2019 – present - Chairman of the Energy Law Commission of Moscow branch of the Russian Association 2006 – present - assistant professor of international law at the Russian State University of Justice
Awards	Included in the Top 25 Best Corporate Governance Directors / Corporate Secretaries of the XV National Award "Director of the Year", 2021[34] HELP (Human Rights Education for Legal Professionals) trainer certificate issued by the Council of Europe, 2014 Annual National Award of the Association of Corporate Lawyers "Success. Best Corporate Lawyer 2013 " in the Leader of the Year nomination, 2013.
Ownership on shares	She has no shares in the charter capital/ ordinary shares of the company. She made no transactions with ordinary shares of the company in 2020.

General Director and Executive Board

Management of current activities of the company is carried out by the sole executive body - General Director - and collegial executive body - Executive Board.

General Director and Executive Board are accountable to the General Shareholders' Meetings and the Board of Directors and act on the basis of the company's Charter. The activities of the Executive Board are regulated by the Regulation on the Executive Board.

The restated Company's Charter approved in 2020 set out the specifics of concluding and maintaining employment contracts with members of the company's Executive Board.

In 2020, the General Shareholders' Meetings approved the restated Regulation on the Executive Board. According to the new Regulation on the Executive Board the procedure for calling/holding the meetings of the

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Board has been simplified and adapted to the procedures specified in the company to convene/hold the meetings of such collegial bodies as the Board of Directors and Committees of the Board of Directors, which provides a uniform approach to this issue.

Charter https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Charter2020.pdf	Regulation on the Executive Board https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/2020_Regulation%20on%20the%20Executive%20Board.pdf

The formation of the Executive Board and the appointment of the General Director of the company, as well as early termination of the powers of the members of the Board and the General Director are made by the resolution of the Board of Directors of PJSC Enel Russia.

On June 2, 2020, the entry of a new General Director of the company was made in the Unified State Register of Legal Entities. Stephane Maurice Zweguintzow became a new General Director of the company. He succeeded Carlo Palasciano Villamagna as the General Director, who had led the company for the previous 5 years.

Composition of the Company's Executive Board in 2020

Composition of the Executive Board as of 01.01.2020	
Full name	Position
Carlo Palasciano Villamagna	Chairman, General Director
Andrey Aleksandrovich Volkov	Commercial Director
Yulia Konstantinovna Matyushova	Deputy General Director – Chief Financial Officer
Oleg Nickolayevich Kosmenyuk	Deputy General Director – Head of Generation

Composition of the Executive Board formed in accordance with the resolution of the Board of Directors dated 05.02.2020	
Full name	Position
Carlo Palasciano Villamagna	Chairman, General Director
Yulia Konstantinovna Matyushova	Deputy General Director – Chief Financial Officer
Oleg Nickolayevich Kosmenyuk	Deputy General Director – Head of Generation

Composition of the Executive Board formed in accordance with the resolution of the Board of Directors dated 21-22.04.2020	
Full name	Position
Stephane Maurice Zweguintzow	Chairman, General Director
Yulia Konstantinovna Matyushova	Deputy General Director – Chief Financial Officer
Oleg Nickolayevich Kosmenyuk	Deputy General Director – Head of Generation

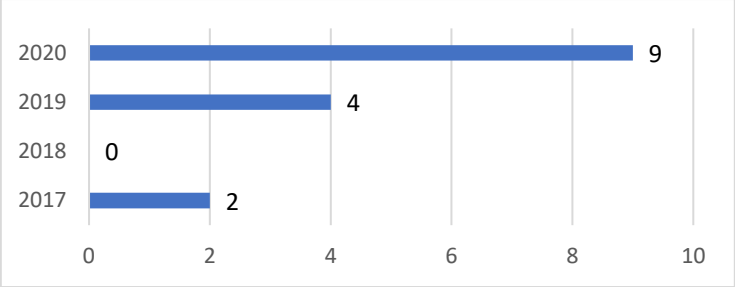
Composition of the Executive Board formed in accordance with the resolution of the Board of Directors dated 29.09.2020	
Full name	Position
Stephane Maurice Zweguintzow	Chairman, General Director
Matvey Vladimirovich Atzeni Moskvitin	Commercial Director
Mikhail Igorevich Vereshchagin	Deputy General Director – Director for Personnel and Organizational Development
Yulia Konstantinovna Matyushova	Deputy General Director – Chief Financial Officer
Oleg Nickolayevich Kosmenyuk	Deputy General Director – Head of Generation

A total of 9 Board meetings were held in 2020. They considered 17 agenda issues related to the company's current business activities.

Form of meetings

In presentio	*In presentio and in absentia*	*In absentia*
7	-	*2*

Number of Board meetings in 2017-2020



Participation of members of the Executive Board in the meetings of the Executive Board in 2020

Full name	Number of meetings in which a member of the Executive Board participated/number of meetings in which a member of the Executive Board could participate
Carlo Palasciano Villamagna	2/2
Andrey Aleksandrovich Volkov	0/0
Stephane Maurice Zweguintzow	7/7
Matvej Vladimirovich Atzeni Moskvitin	5/5
Mikhail Igorevich Vereshchagin	5/5
Yulia Konstantinovna Matyushova	9/9
Oleg Nickolayevich Kosmenyuk	9/9

Information about the members of the company's Executive Board35

Stephane Maurice Zweguintzow **General Director** **Chairman of the Executive Board**	
Born	1968
Citizenship	France
Education	Institut d'Etudes Politiques de Paris, Master's Degree in International Business
Work experience over the last 5 years	2020 – present – General Director, Chairman of the Executive Board of PJSC Enel Russia 2018 – 2020 – Deputy General Director - Head of People and Organization, Head of Sustainability at PJSC Enel Russia

[35]The information is listed as of March 2021. For more detailed information about the members of the Executive Board and the General Director, please refer to the issuer's quarterly reports in Russian, posted on the company's website at https://www.enelrussia.ru/. Brief biographies of the Board members Carlo Palasciano Villamagna and Andrey Aleksandrovich Volkov are contained in the Annual Report for 2019, posted on the company's website.

	2014-2018 – Head of External Relations, Head of Sustainability at PJSC Enel Russia 2013 -2020 – Chairman of the Board of Directors of PJSC Enel Russia 2010-2014 – Business Development Directorat Enel France SAS
Awards	Certificate of Honor from the Ministry of Energy of the Russian Federation, 2020 Small silver plaque of the Legislative Assembly of the Sverdlovsk Region depicting the small emblem of the Sverdlovsk Region, 2015
Ownership on shares	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020

Matvej Atzeni Moskvitin **Head of Energy and Commodity Management**	
Born	1976
Citizenship	Russian Federation
Education	University of Cagliari, Italy, foreign languages and literature, State University of Management, MBA, Energy Management
Work experience over the last 5 years	2020 – present – Head of Energy Management, member of the Executive Board of PJSC Enel Russia 2020 - Director for energy markets and fuel supply at PJSC Enel Russia 2016-2020 – Deputy General Director for market at LLC Rusenergosbyt 2012-2016 – internal audit manager at PJSC Enel Russia
Awards	
Ownership on actions	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Vereshchagin Mikhail Igorevich **Deputy General Director – Head of People and Organization**	
Born	1968
Citizenship	Russian Federation
Education	Moscow Institute of Chemical Technology named of D.I. Mendeleev, biotechnological engineer; Bocconi University Business School, Milan, advanced training in international management; Moscow Gestalt Institute/London Ashbourne Centre, applied psychology course, consultant psychologist; London Metropolitan University/MIRBIS, MA (Master of Art) in human resources management
Work experience over the last 5 years	2020 – present - Deputy General Director **-** Head of People and Organization, member of the Executive Board at PJSC Enel Russia 2014-2019 – Vice-president (VP) PR, Eurasia region (Russia, Ukraine, CIS, Turkey, Romania, Bulgaria) Renault, Renault-Nissan Alliance
Ownership on actions	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Kosmenyuk Oleg Nikolaevich **Deputy General Director – Head of Generation**	
Born	1970
Citizenship	Russian Federation
Education	Pavlodar State University, Thermal Power Engineer

Work experience over the last 5 years	2016- present – Deputy General Director – Head of Generation at PJSC Enel Russia 2016 – Head of Coal Generation – Director of the Branch “Reftinskaya GRES”of PJSC Enel Russia 2014–2016 — Head of Coal Generation - Vice President- Director of the Branch “Reftinskaya GRES” of PJSC Enel Russia 2013 – present – member of the Executive Board in PJSC Enel Russia 2013–2014 —Head of Coal Generation - Senior Director — Director of the Branch “Reftinskaya GRES” of OJSC Enel OGK-5
Awards	Certificate of Honor from the Ministry of Energy of the Russian Federation, 2015 Certificate of Honor from the Governor of the Sverdlovsk Region, 2015
Ownership on actions	He has no shares in the charter capital/ ordinary shares of the company. He made no transactions with ordinary shares of the company in 2020.

Matyushova Yulia Konstantinovna Deputy General Director – Head of Administration, Finance and Control	
Born	1982
Citizenship	Russian Federation
Education	Volgograd State University, degree in Financial Management CIMA Advanced Diploma in Management Accounting
Work experience over the last 5 years	2017 – present - Deputy General Director –Head of Administration, Finance and Control of PJSC Enel Russia 2017-present – member of Board of Directors of "Rusenergosbyt" LLC 2016-present – member of Executive Board of PJSC Enel Russia 2016 - 2017 - acting Deputy General Director –Head of Administration, Finance and Control of PJSC Enel Russia 2015—2016 — Head of Planning and Control PJSC Enel Russia 2014-2015 – Head of Department of Planning, Control and Reporting of PJSC Enel Russia
Ownership on shares	She has no shares in the charter capital/ ordinary shares of the company. She made no transactions with ordinary shares of the company in 2020

Remuneration

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A decision on payment of remunerations and (or) compensations to the members of the Board of Directors and on determination of the amount of such remuneration and (or) compensations falls within the competence of the General Shareholders' Meeting. A proposal on the specified agenda item of the General Shareholders' Meeting is prepared by the Board of Directors after preliminary consideration of the item by the HR and Remuneration Committee.

Determination of the amount, procedure and conditions for payment of remuneration to the member of the Executive Board and other key managers of the company is carried out by decision of the company Board of Directors, subject to prior consideration of these issues by the HR and Remuneration Committee of the Board of Directors of the company.

Remuneration to the Board of Directors Members

Payment of remunerations and compensations to the members of PJSC Enel Russia Board of Directors is governed by the Regulation on payment of remunerations and compensations to the members of the Board of Directors and Committees of the Board of Directors (approved by the decision of the annual General Shareholders' Meeting of PJSC Enel Russia dated 18.06.2019, minutes No. 1/19 dated 18.06.2019), prepared with regard to recommendations of the Corporate Governance Code. In 2020, no amendments were made to this Regulation.

Regulation on Payment of Remuneration and Compensations to Members of Board of Directors and Board of Directors' Committees
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/basic/Положение%20о%20вознаграждении%20членов%20Совета%20директоров%20и%20Комитетов.pdf

The Regulation on Payment to Members of the Board of Directors and Committees of the Board of Directors establishes a fixed annual remuneration for the Chairmen and members of the Committees of the Board of Directors. The level of fixed annual remuneration was proposed for approval by the General Meeting of Shareholders based on an analysis of the remuneration market for members of the Board of Directors of Russian and foreign companies, as well as an analysis of applicable remuneration policies for the members of the Board of Directors at Enel Group companies performed by Stanton Chase independent from the management.

The amount of fixed remuneration to the members of the Board of Directors for the year, RUB.

Amount of fixed remuneration for the year (RUB)			
Chairman of the Board of Directors, Senior Independent Director	**Member of the Board of Directors**	**Chairman of the Committee (*optional*)**	**Member of the Committee (*optional*)**
6,320,000	**4,460,000**	**860,000**	**570,000**

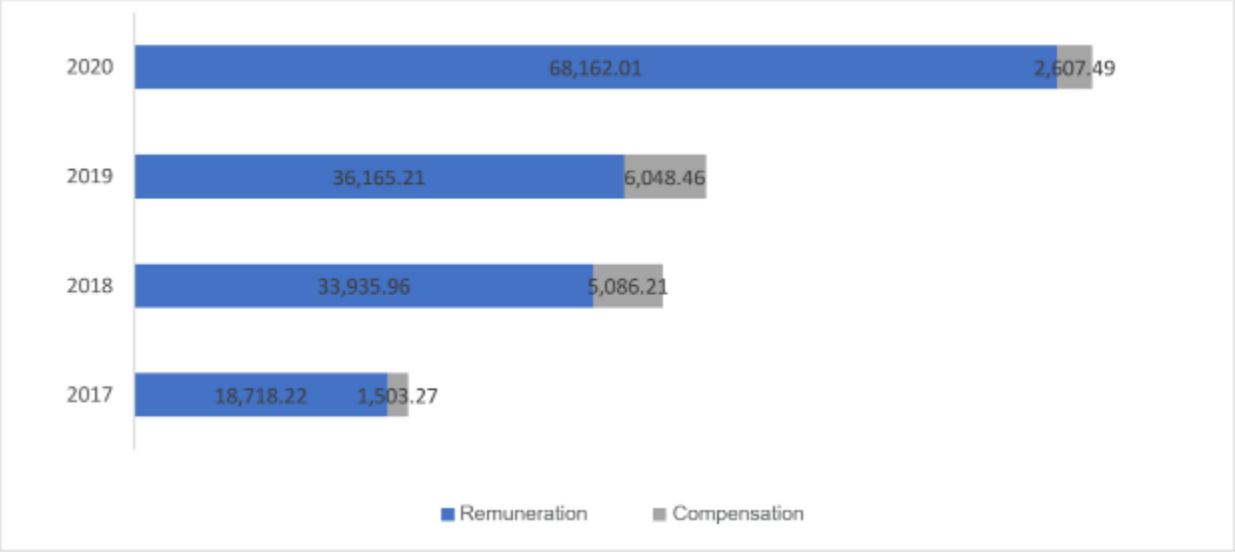
The Regulation on payment of remunerations and compensations to the members of the Board of Directors and Committees of the Board of Directors following the recommendations of the Corporate Governance Code provides for a fixed annual remuneration as the main form of remuneration. In addition, the members of the Board of Directors are entitled to sign an agreement for sales of shares with the company under the Stock Options Plan. The Regulation does not provide for the use of any form of short-term or long-term incentives for the members of the Board of Directors, accrual of severance payments due to termination of powers, other types of remuneration in non-monetary form.

Fixed remuneration is not paid to the members of the Board of Directors:

- in their relation the federal law provides for a restriction or prohibition on receiving any payments from commercial organizations;
- who hold concurrently paid positions in the company;
- those refused from remuneration in full or in a certain part;
- those not participating in more than 70% of the meetings of the Board of Directors/Committee held during the month.

The members of the Board of Directors receive reimbursement of expenses due to their presence at the meetings of the Board of Directors/Committees or performance by them of job duties as the members of the Board of Directors/Committees.

The total amount of remunerations and compensations paid to the members of the Board of Directors, thousand rubles



The fluctuations in the total amount of all types of remuneration paid to the members of the Board of Directors are associated primarily with a change in the members of the Committees, appearance of new Committees, different frequency of the meetings of the Committees for the reporting period as well as with changes in the provisions of documents establishing the amount and conditions for payment of remuneration.

Remuneration paid due to fulfillment of duties of the member of the Board of Directors in 2020, thousand rubles

Full name	Remuneration to the Board of Directors	Remuneration to the Chairman of the Board of Directors/Senior Independent Director	Remuneration to the member of Committees	Remuneration of the Chairman of the Committees
Andrea Guaccero	4,831.67		1,235.00	931.66
Maria Antonietta Giannelli				
Vitaly Yurievich Zarkhin	4,831.67		1,740.90	489.72
Stephane Maurice Zweguintzow				
Giorgio Callegari		6,846.70	324.59	1,863.32
Simone Mori				
Denis Mosolov	4,831.67		617.50	
Luca Noviello				
Andrea Palazzolo	4,831.67		1,235.00	441.95
Giancarlo Pescini	4,831.67			
Tagir Sitdekov	4,831.67			
Laurent Souviron	4,831.67			
Total:	33,821.69	6,846.70	5,152.99	3,726.64

In 2020, members of the Board of Directors Maria Antonietta Giannelli, Stephane Maurice Zweguintzow, Simone Mori, and Luca Noviello did not receive remuneration in connection with its rejection.

S. Zweguintzow, a member of the Board of Directors, who was also Deputy General Director - Head of Human Resource and Organization of PJSC Enel Russia, did not receive remuneration for performing the duties of a member of the Board of Directors, but received remuneration as the company's employee.

The company has no option program for members of the Board of Directors; members of the Board of Directors are not members of the management bodies of persons controlled by the company, and, accordingly, did not receive payments for their employment.

Members of the Board of Directors are subject to the directors' liability insurance contracts. More details on the terms of such agreements concluded in 2020 can be found in the appendix “Information about the most material transactions and related party transactions closed by the company in 2020”.

Remuneration to the Members of the Executive Board and Key Managers

The documents governing remuneration to the members of the Executive Board and key managers of PJSC Enel Russia are:

- Policy on remuneration and reimbursement of expenses (compensations) of the members of the executive bodies and other key managers approved by the Board of Directors of PJSC Enel Russia (minutes No. 13/20 dated 29.10.2020)
- Long Term Incentive Plan at PJSC Enel Russia for 2017-2019 approved by the Board of Directors of PJSC Enel Russia (minutes No. 16/17 dated 30.11.2017);
- Long Term Incentive Plan at PJSC Enel Russia for 2018-2020 approved by the Board of Directors of PJSC Enel Russia (minutes No. 1/19 dated 29.01.2019);
- Long Term Incentive Plan at PJSC Enel Russia for 2019-2021 approved by the Board of Directors of PJSC Enel Russia (minutes No. 1/19 dated 29.01.2019).
- Long Term Incentive Plan at PJSC Enel Russia for 2020-2022, approved by the Board of Directors of PJSC Enel Russia (minutes No. 9/20 dated 28.07.2020)

Policy on Remuneration and Reimbursement of Expenses (Compensations) of the members of the Executive Bodies and Other Key Managers of Public Joint Stock Company Enel Russia
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/basic/2020%20Remuneration%20Policy_KM.pdf

The Policy on remuneration and reimbursement of expenses (compensation) for members of executive bodies and other key management personnel (hereinafter referred to as key managers) has been developed in accordance with the requirements of the Corporate Governance Code.

In 2020, changes were made to this Policy, according to which the decision to change the level of remuneration of the General Director is made by the Board of Directors, and to change the level of remuneration of other key managers, with the exception of a number of cases, and taking into account the established limits – by the General Director.

Principles of the system of remuneration and reimbursement of expenses (compensation) of the members of executive bodies and other key managers

Transparency of mechanisms for determination of the amount of remuneration, regulation of all types of payments, benefits and privileges as well as transparency of the system of payment of remuneration and reimbursement of expenses (compensations)	Consolidation of the relationship between remuneration and result of the company's work in the remuneration system as well as personal contribution of key company leaders in achievement of this result	The adequacy and proportion of the remuneration paid: company goals responsibility imposed on the members of executive bodies and key managers of the company level of risks assumed by them

The remuneration system for key managers of the company is aimed at achieving the optimal balance between the interconnection of remuneration with the company's performance and the personal contribution of each key manager of the company to achieving this result.

Key managers of the company in 202036

General Director	Stephane Maurice Zweguintzow
Deputy General Director - Head of Generation	Oleg Nikolaevich Kosmenyuk
Deputy General Director - Head of Administration, Finance and Control	Yulia Konstantinovna Matyushova
Deputy General Director - Head of People and Organization	Mikhail Igorevich Vereshchagin
Head of Energy Management	Matvej Vladimirovich Atzeni Moskvitin
Head of Legal and Corporate Affairs	Zhanna Igorevna Sedova
Head of Communications	Alsu Haidyarovna Zagorskaya
Head of Procurement	Anton Tarasovich Grinkiv
Head of Internal Audit	Shukran Alakbarov Abdullah Ogly
Head of Digital Solutions	Sergey Kirillovich Rozenberg
Head of Regulatory and Institutional Affairs	Viktor Valeryevich Naboychenko

- General Director
- Members of the Management Board
- Other Key Managers

Remuneration for fulfillment of duties of the member of the Executive Board and reimbursement of expenses (compensations) to the members of the Executive Board is not assumed due to the fact that the members of the Executive Board are key managers of the company who receive remuneration in accordance with the terms of the Policy on remuneration and reimbursement of expenses (compensations) of the members of the executive bodies and other key managers.

The constituent elements of the remuneration system for key managers

It is established by the decision of the Board of Directors and is reflected in the labor agreement signed between the company and the respective key manager of the company.

[36] Data is given as of December 31, 2020. At the beginning of 2020, Carlo Palasciano Villamagna was the General Director, Andrey Volkov was the Head of Energy Management, and Stephane Maurice Zweguintzow was the Deputy General Director - Head of People and Organization.

Fixed part (base salary)		When defining the amount of base salary, the following is taken into account: - level of competence and qualification of the relevant person, his/her individual skills and experience; - scope and area of responsibility, level of risks taken; - personal contribution into the company's performance; - current compensation practices at comparable companies for positions of similar level.
Variable part	**Short-term element* (for the results of the performance over the year)**	Actual bonus amount for the results of performance over the year of the key manager of the company shall be calculated according to the following formula: ABA = BBA * ∑ (% of KPI achievement * KPI weight) * correction factor, where: - ABA – actual bonus amount for the results of the performance over the year; - BBA – base bonus amount subject to performance over the year; - % of KPI achievement – actual percent of KPI achievement calculated depending on the result achieved; - correction factor (multiplier or general denominator) unified for all the company key managers. The actual bonus amount can reach 150% of the base amount. After preliminary review by the HR and Remuneration Committee, the base bonus amount of each key manager is approved by the decision of the Board of Directors of the company and is fixed in the labor agreement signed with the key manager of the company. Individual key indicators for each calendar year are developed by the HR and Remuneration Committee and approved by the Board of Directors of the company. Indicators can be financial and economic, non-financial as well as goals, their achievement is a strategic factor in success of a certain business line of the company. The annual bonus is calculated and paid on the basis of approval of the report by the Board of Directors on implementation of annual KPIs by these persons after preliminary consideration of this issue by the HR and Remuneration Committee.
	Long-term item* (bonus for the results of the company performance over a three-year period)	Bonus awarding for the results of the performance over a three-year period due to the key managers of the company is carried out in accordance with the "Long-Term Incentive Plan" approved by the Board of Directors after preliminary consideration of this issue by the HR and Remuneration Committee. Long Term Incentive Plan at PJSC Enel Russia for 2017-2019, the Long Term Incentive Plan at PJSC Enel Russia for 2018-2020 and the Long-Term Incentive Plan at PJSC Enel Russia for 2019-2021 and Long-Term Incentive Plan at PJSC Enel Russia for 2020-2022 establish dependence of actual amount of the bonus for achievement of key performance indicators and provide for accrual and payment of bonuses upon expiration of the program. The Long-Term Incentive Program for the

period 2020-2022 involves the payment of the actual incentive amount in the form of two-component remuneration - receiving shares and cash payments-the amount of which varies depending on the level of achievement of the Program goals set for the three-year period.
The bonus is calculated and paid on the basis of the decision of the Board of Directors on approval of the results of implementation of KPIs and calculation of the actual amounts of the bonus after preliminary consideration of this issue by the HR and Remuneration Committee.

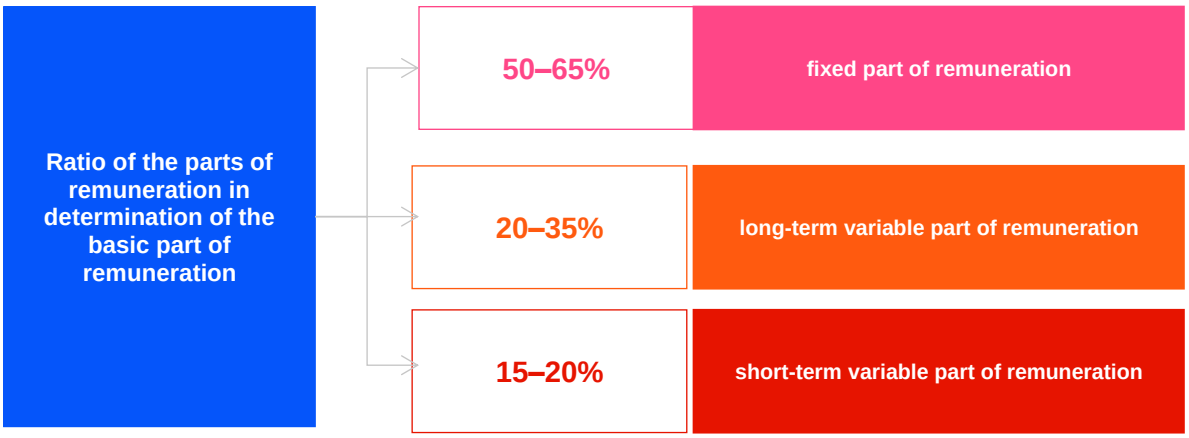
Other payments by decision of the Board of Directors

In special cases, by decision of the Board of Directors of the company, other payments to key managers of the company are possible (for example, payment of Una Tantum bonus in line with salary revision process, etc.).

* Information about KPIs of key managers comprising the conditions for using the specified incentive forms are contained in the Annex to this annual report.

The Board of Directors is entitled to initiate recovery of funds (bonus payments) to the company illegally received by the key managers of the company as a result of manipulation of reporting indicators or other bad faith actions by the relevant persons in accordance with the provisions of labor laws of the Russian Federation.

The ratio of the parts of remuneration in determination of the basic part of remuneration



In order to improve the efficiency and quality of fulfillment of the duties by the key managers, the company provides them with additional benefits and social guarantees, their list is approved by the decision of the Board of Directors.

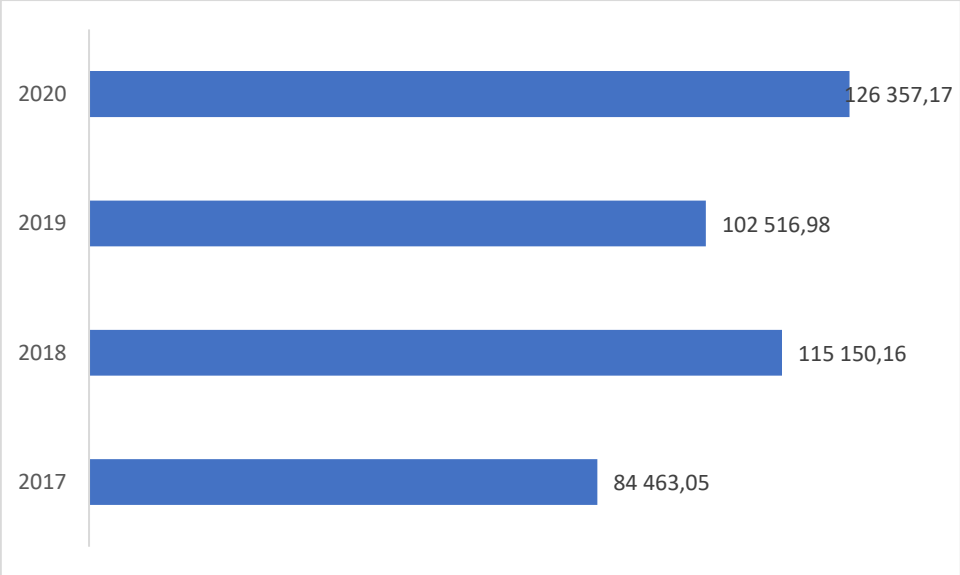
The key managers are provided with the following benefits and social guarantees in addition to the benefits and social guarantees provided to other employees of the company:

- compensation for using a private car or taxi services,
- the company can provide a loan to a key manager.

The pension benefit approach for key managers does not differ from the pension benefit approach for other employees of the company.

The company's internal documents do not contain an approach to defining dismissals-related payments for key management employees (except for the case of payment of compensation upon termination of the labor agreement due to recognition of the employee as incapable to work). In each case, the approach to such payments is determined individually.

Total amount of all types of remuneration paid to the members of the Executive Board, ths rubles



The reason for the amendments to the total amount of all types of remuneration paid to the members of the Management Board in 2020, is the change in the number of Board members.

The amount of compensation paid to the persons being among the members of the Executive Board in 2020 amounted to RUB 1,957.14 ths.

The amount of payments paid to the members of the Executive Board and key managers in 2020, ths rubles

The components of the remuneration system	Total remuneration to the members of the Executive Board	Total remuneration for a group of at least five top-paid key managers	Total remuneration to all key managers
Fixed part (official salary)	54,873.23	69,711.73	111,803.45
Variable part of remuneration, including	71,483.95	85,007.43	100,944.20
Short-term element (bonus subject to performance over the year)	16,459.48	23,842.13	34,295.39
Long-term item (bonus for the results of the company's activities for a three-year period)	8,154.41	8,975.79	10,317.67

In 2020, the company issued loans to the members of the Executive Board, their terms do not differ significantly from market conditions.

The directors' liability insurance agreements do not apply to the General Director, members of the Executive Board and members of the Board of Directors. See details about the terms of such agreements signed in 2020 in the Annex "Information about the most material transactions and related party transactions closed by the company in 2020".

Auditor

The company engages an external Auditor to independently assess the reliability of its financial statements. The candidacy of an External Auditor is approved annually by the General Shareholders' Meetings after the necessary internal procedures.

The company performed a procurement procedure which resulted in offering Joint Stock company KPMG, to the General Shareholders' Meetings as an auditor after its prelimary review by the Audit and Corporate Govarnance Committee. The Annual General Shareholders' Meeting on 19.06.2020 approved Joint Stock company KPMG as the auditor of PJSC Enel Russia.

Joint Stock company KPMG meets all the requirements to the auditor imposed by the current legislation of the Russian Federation, including the criteria of independence.

Joint Stock company KPMG is a member of the Self Regulating Organization «Auditors' Association Sodruzhestvo" (SRO AAS). JSC KPMG is included in the control copy of the Register of Auditors and Audit Organizations under the principal registration number of the entry 12006020351

The amount of the Auditor's remuneration is approved by the Board of Directors and is specified in the contract with the Auditor. The amount of remuneration of the Joint Stock company KPMG for 2020 is 12,087,738 rubles, including VAT, as well as compensation for overhead costs incurred.

In the reporting year, the Auditor did not provide the company with non-audit services, and, accordingly, no remuneration for non-audit services was paid to it.

Prior to the approval by the Annual General Shareholders' Meeting of KPMG in 2020, the company's auditor was ERNST & YOUNG LLC.

Internal Audit

103-1 **103-2** **103-3**

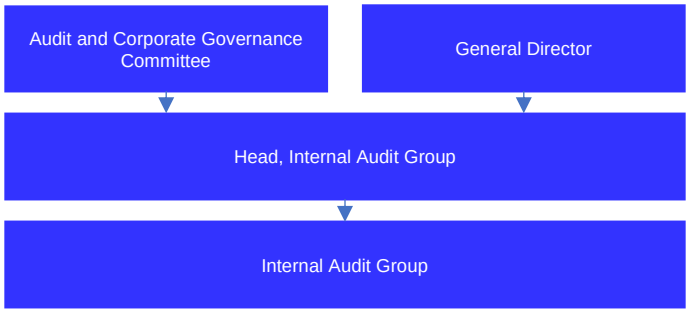
The Internal Audit Group maintains efficient management and work ethics at Enel Russia. It is responsible for evaluation of adequacy and efficiency of the internal control system, evaluation of efficiency of risk management system, and evaluation of the corporate governance. Conducting objective internal audits based on risk-oriented approach, submission of recommendations and rendering of advisory services allows saving and increasing the value of the company.
Internal auditors respect the value of information and ownership of the information and do not have the right to disclose it without being granted with proper authority, unless they are required to do so based on law or professional duty. In order to maintain the objectivity of the conclusions and audits, employees of the Internal Audit Group should not have a conflict of interest.

Internal audit objectives

The employees of the Internal Audit Group regularly improve their audit qualifications, including as Certified Internal Auditors (CIA), Certified Information Systems Auditors (CISA). To improve their professional skills and competencies, internal auditors attend training courses offered by the Institute of Internal Auditors (IIA) and the Information Systems Audit and Control Association (ISACA).

To ensure the required level of independence, the Internal Audit Group is functionally subordinate to the company's Board of Directors, and administratively to the company's General Director. The Head of the Internal Audit Group is appointed and dismissed by the General Director of the company by the decision of the company's Board of Directors.

Management system



Code of Ethics https://www.enelrussia.ru/ru/investors/a201612-basic-documents-.html	Zero Tolerance to Corruption Plan Regulation https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/PNK-Enel-Russia-2107-2.pdf	Global Compliance Program on Corporate Criminal Liability https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/basic-documents/Глобальная%20программа%20соответствия.pdf	Regulation of Internal Audit Group https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/investors/basic-documents/Положение%20об%20отделе%20внутреннего%20аудита%20ПАО%20Энел%20Россия.pdf

The Internal Audit Group conducts a wide range of initiatives aimed at preventing illegal actions of the company's employees and implementing corporate business ethics. The Internal Audit Group carries out a wide range of financial, production and IT audits, as well as provides consulting services.

Results 2020

6 INTERNAL AUDITS	Supplier qualification process
	Internal control system of the Treasury and financial operations
	Work of the Energy Management Department
	Compliance with health and safety requirements at the company's power plants
	Budgeting and planning for renewable sector
	Implementation of modernization projects

In the next reporting period, we plan to assess the company's commitment to the highest ethical, legal and professional standards to strengthen and maintain the company's reputation as part of the Global Compliance Program on Corporate Criminal Responsibility. We also plan to continuously monitor the procurement of professional and consulting services, and identify areas that require additional attention in procurement, contract management, health and safety. In addition, we plan to implement an agile approach to internal audit in 2021.

Every five years, we undergo an external quality assessment of the Internal Audit Group to ensure that the quality of services meets the international standards of internal audit adopted by the Institute of Internal Auditors. In 2016, the Internal Audit Group received its first certificate of compliance and the next quality check is scheduled for 2021.

Securities of the company

Shares

In 2020, the share capital of the company did not change and amounted to 35,371,898,370 rubles. It is divided into 35,371,898,370 ordinary shares with par value of 1 ruble each. For the whole period of activity upon the company state registration on 27.10.2004 and until 31.12.2020, the company has not issued preferred shares.

The company shares are included in the First level of the list of securities (highest level) accepted for trading on PJSC Moscow Exchange (MOEX).

Issuing history

	Principal issue	Additional issue	Additional issue	Additional issue	Additional issue	Additional issue
State registration issue number	1-01-50077-A	1-01-50077-A-001D	1-01-50077-A-002D	1-01-50077-A-003D	1-01-50077-A-004D	1-01-50077-A-005D
Date of the issue state registration	24.12.2004	16.03.2006	16.03.2006	28.09.2006	07.08.2007	07.08.2007
Shares placed	29,407,170,459	4,105,388,231	69	5,100,000,000	600,000	400,000
Shares actually placed	29,407,170,459	864,514,976	69	5,100,000,000	168,061	44,805
Placement method	Acquisition of shares by the sole founder of the joint stock company	Conversion of ordinary registered shares of Konakovskaya GRES OJSC being affiliated with OGK-5 OJSC, into additional ordinary shares of OGK-5 OJSC	Conversion of ordinary registered shares of Nevinnomysskaya GRES OJSC being affiliated with OGK-5 OJSC, into additional ordinary shares of OGK-5 OJSC	Public subscription (IPO)	Conversion of ordinary registered uncertificated shares of OJSC OGK-5 Holding into additional ordinary registered shares of OJSC OGK-5. The shares are placed when spinning off OGK-5 Holding OJSC from RAO UES of Russia OJSC together with affiliation of OGK-5 Holding OJSC with OGK-5 OJSC	Conversion of registered preferential uncertificated shares of OJSC OGK-5 into additional ordinary shares of OJSC OGK The shares are place spinning off OGK-5 H OJSC from RAO UE OJSC together with a OGK-5 Holding OJS 5 OJSC
Start date	27.10.2004	01.04.2006	01.04.2006	01.11.2006	03.09.2007	03.09.2007
End date	27.10.2004	01.04.2006	01.04.2006	10.11.2006	03.09.2007	03.09.2007
Date of state registration of the report on the results of issue / date of sending notification on the results of issue	24.12.2004	27.04.2006	27.04.2006	13.11.2006	11.10.2007	11.10.2007
Date of the additional issue individual number (code) cancellation	—	22.08.2006	17.08.2006	20.02.2007	15.01.2008	15.01.2008
Name of the registering body	Federal Financial Markets Service of Russia					

Exchange information on the shares of PJSC Enel Russia

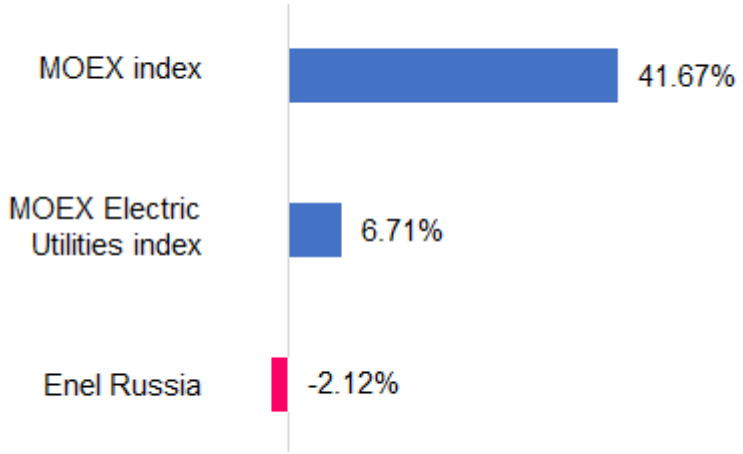
The company shares are included in the First level of the list of securities (highest level) accepted for trading on Moscow Exchange PJSC (MOEX).

Number of ordinary shares, pcs	35,371,898,370
Par value of the share, rubles	1
ISIN	RU000A0F5UN3
Trading platform	MOEX
Start of trading	September 2005
Quotation list	First Level
Stock code (ticker)	ENRU
Bloomberg code	ENRU RX

Free float as of 31.12.2020 was 31% according to the methodology of Moscow Exchange PJSC

The shares are included in the calculation base of industry index MOEX Electric Utilities (MOEXEU) with a weight of 3.46% as of 31.12.2020.
Since March 2018, the shares are included in the FTSE - Emerging Europe Small Cap and Emerging Europe index.

Dynamics of the market and shares of PJSC Enel Russia in 2020, % change vs 2019



Capitalization of PJSC Enel Russia, mln rubles

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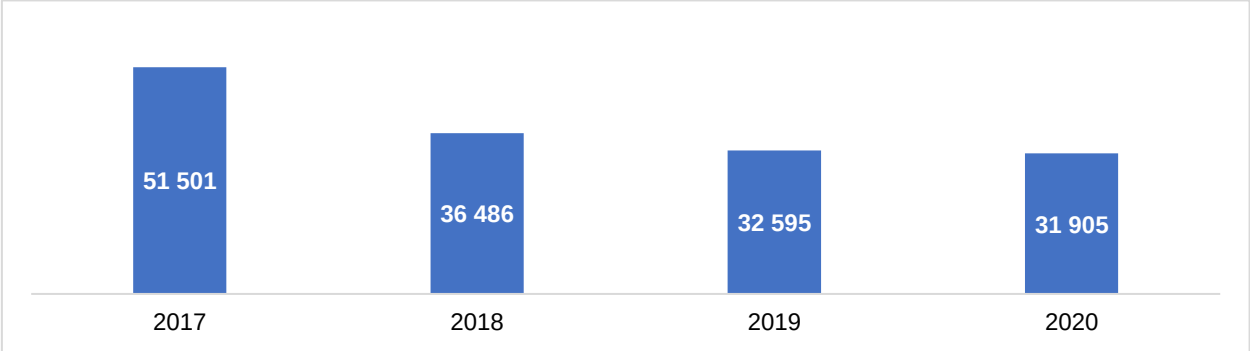

Results of stock trading in 2017-2020

Indicator	2017	2018	2019	2020
Minimum closing price, rubles	0.935	1.005	0.866	0.73
Maximum closing price, rubles	1.537	1.685	1.177	1.1355
Market price as of 31.12., rubles	1.456	1.032	0.922	0.9
Capitalization, mln rubles	51,501	36,486	32,595	31,905
Average daily trading volume, rubles	19,137,150	26,264,436	30,658,996	63,915,607

2020 turned out to be quite volatile for the Russian stock market. A significant drop in the indices in March 2020 against the background of the news associated with the spread of the COVID-19 and the fall in oil prices to below $20/barrel was replaced by a recovery as restrictive measures eased and economic activity increased in Russia and the world. By the end of the year, as energy prices recovered to above $50/barrel, the MOEX index was up more than 41% from the end of 2019. The key drivers of the index growth were strong fundamentals of companies from the main sectors of the economy, as well as a significant inflow of funds to the stock market against the background of low interest rates. The main contribution to the index growth was made by individual companies in the IT, finance, metals and mining sectors.

The electric utilities index showed a modest growth (+7%) during 2020. This dynamic was associated with weak market demand and DAM prices for most of the sector's generating companies. In addition, support continued to be provided by positive expectations in terms of dividend payments from a number of companies.

The shares of PJSC Enel Russia were traded worse than those of the companies from the industry and the market as a whole that was explained by the deterioration of the situation in the Russian electricity market and, as a result, weaker than expected results of operations, as well as by uncertainty about the impact of the COVID-19 pandemic on the implementation of investment projects for the construction of wind farms.

Shareholders

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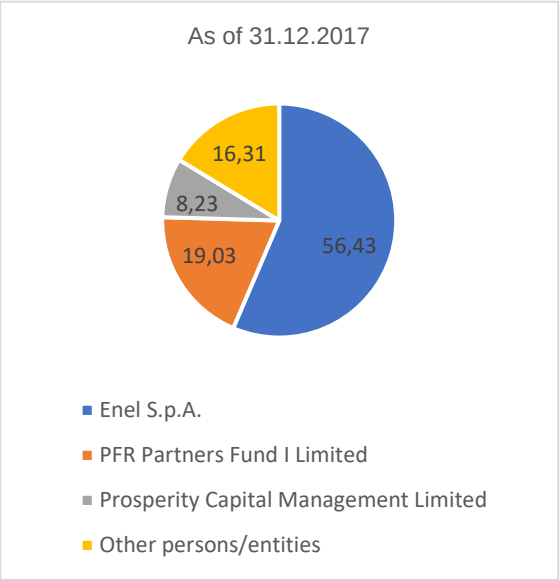
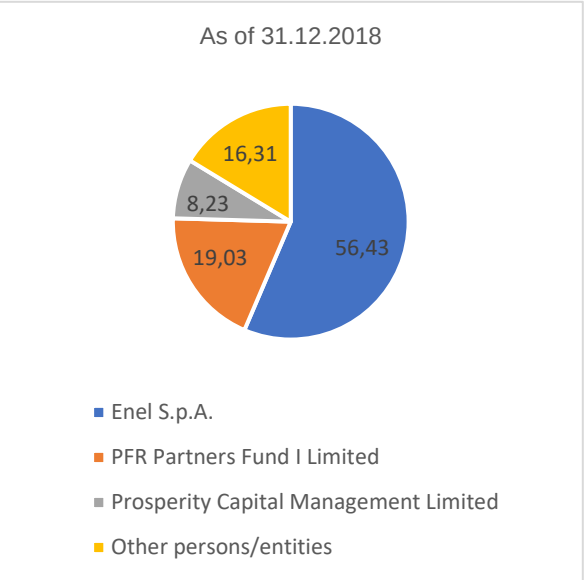
The number of persons filed in the register of company shareholders as of 31.12.2020[37]	312 958
The number of persons included in the last list of persons who had the right to participate in the General Shareholders' Meeting (as of 25.05.2020)	362 025
The number of shares held by the company	none
The number of shares held by the legal entities controlled by the company	none

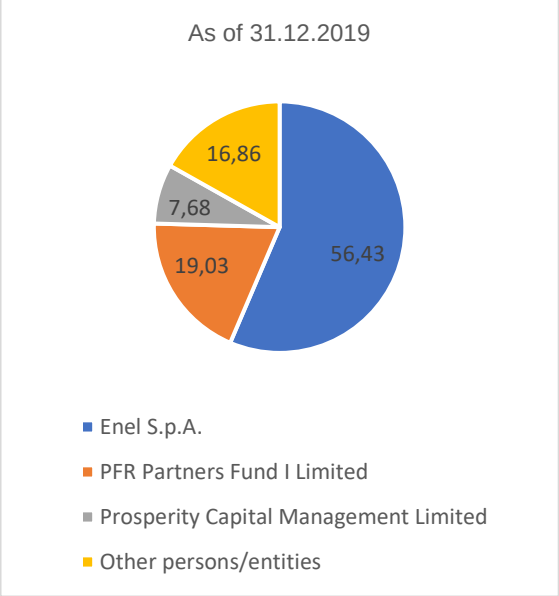
Changes in the composition of the persons who have the right to dispose of at least 5% of the voting shares of the Company in 2017-2020[38]

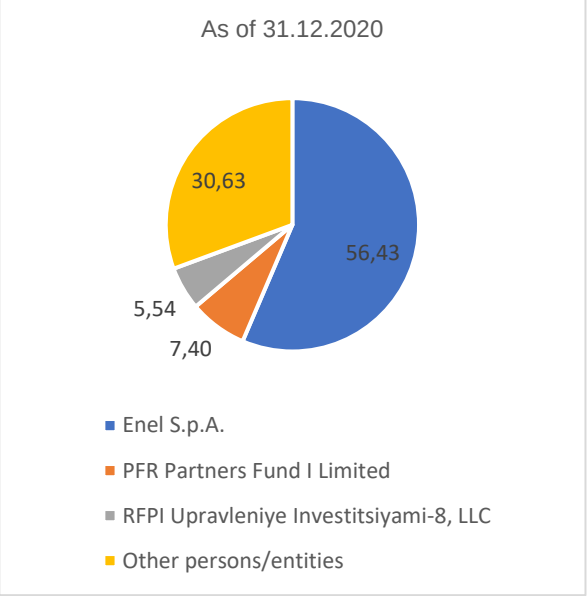
[37] Without disclosing information about the owners of shares, the rights to which are accounted for by nominee holders.

[38] The data is specified in accordance with the notifications that the company received in accordance with Russian law. Prosperity Capital Management Limited is an entity which, together with other entities, has the right to dispose of a certain number of votes attributable to the voting shares that make up the authorized capital of the issuer.









According to the latest information received by the company, the person controlling PFR Partners Fund I Limited is PFR Partners Management Limited.
The Ministry of Economy and Finance of Italy owns 23.6% in the authorized share capital of Enel S.p.A.[39]
Financial Department of the Orenburg Region Administration owns 0.00000012 % of the Company's authorized share capital.
The company has no data on existence of shares holdings exceeding five per cent, in addition to the one already disclosed.
The company's shareholders may enter into shareholder agreements including those providing for acquisition of a degree of control by any shareholder disproportionate to their participation. The company has no data on shareholders' agreements that are relevant in 2020.

Dividends

The decision on dividend payment is taken at the General Shareholders' Meeting based on recommendations of the Board of Directors.
In accordance with the Dividend Policy Regulation[40], the Company Board of Directors gave its recommendations to the annual General Shareholders' Meeting of the Company regarding the payment of dividends shall be: according to the results of 2016 — 55%; results of 2017 — 60%; results of 2018 — 65%

[39] The information is provided in accordance with the data posted on the website at https://www.enel.com/investors/investing/shareholders
[40] The Dividend Policy Regulation is published on the company's website at https://www.enelrussia.ru

of the net profit from the normal course of business determined on the basis of the consolidated financial statements of the Company prepared in accordance with the requirements of International Financial Reporting Standards (IFRS). The distribution of profit based on the results of 2016-2018 corresponds to the dividend policy. The distribution of profit for 2019 was made in accordance with the Company's strategic business plan for 2019-2021, under which the Board of Directors recommended that the Company's Annual General Shareholders' Meeting distribute dividends in the amount of 0.085 rub.per share, which was different from the adopted dividend policy.

Dividend Policy Regulation
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/basic/Дивиденднаяполитика1.pdf

According to RBC rating, the Company's shares were among the TOP 20 Russian stocks in terms of dividend yield in 2020.[41]

Information on accrued and paid dividends in the period from 2015 to 2020

Dividend payment reporting period	From accumulated retained earnings of previous years	By the results of financial year 2015	By the results of financial year 2016	By the results of financial year 2017	By the results of financial year 2018	By the results of 2019 out of financial earnings of previous years
Date of the decision adopted by the General Shareholders' Meeting of the company to pay dividends	17.06.2015	29.06.2016 The General Shareholders' Meeting of the company decided not to pay dividends on ordinary shares by the results of financial year 2015.	15.06.2017	04.06.2018	18.06.2019	19.06.2020
Class, type, category of shares	registered ordinary		registered ordinary	registered ordinary	registered ordinary	registered ordinary
Date when the persons entitled to receive dividends are determined	29.06.2015		28.06.2017	22.06.2018	08.07.2019	09.07.2020
Total amount of accrued dividends RUB million	2,855		2,413	5,127	5,004	3,007
Total amount of dividends paid *, RUB million	2,757		2,402	5,105	4,982	2,993
Amount of dividends per one share, rubles	0.080731		0.06822	0.14493	0.141471	0.085
Date of dividends payment	03.08.2015		02.08.2017	27.07.2018	12.08.2019	13.08.2020

The reasons for the dividends being paid not in full are represented by lack of current details for payment not provided by registered persons as well as return of outstanding dividends by nominee shareholders.

Depositary Receipts

Upon authorization by the Federal Financial Markets Service of Russia for circulation of the company ordinary shares outside the Russian Federation in the amount of not more than 7,074,537,100 pieces in

[41] https://quote.rbc.ru/card/60019f319a794742aeb724c9

August 2007 a program is opened for global depositary receipts (GDR) issue for ordinary shares of PJSC Enel Russia. The GDR program is established and supported according to Regulation S (Reg S). Ratio of GDR to ordinary shares of the company amounts to 1:50.

Program	Depositary bank	Amount of depositary receipts circulating	Circulating receipts from the authorized capital, %	Foreign organizer of trade
Sponsored*				
GDR (ordinary shares)	The Bank of New York Mellon	448,829 (corresponds to 22,491,450 Company ordinary shares)	0.06	Over the counter securities market

* * *Information as of 31.12.2020.*

Stock Exchange bonds

In 2019, the company placed the commercial papers of series 001P-02R and 001P-03R by public subscription within the Program of commercial papers with identification number 4-50077-A-001P-02E dated September 2, 2015.

The commercial papers of PJSC Enel Russia are included in the “Second Level” of listing on Moscow Exchange PJSC.

Documentary percentage bearer non-convertible commercial papers with obligatory collective custody		
Series	001P-02R	001P-03R
Identification number of the issue	4B02-02-50077-A-001P	4B02-03-50077-A-001P
Date of the identification number assignment	29.03.2019	29.03.2019
International Securities Identification Number (ISIN)	RU000A100824	RU000A100840
Number of securities issued	2,000,000	3,000,000
Issue amount, RUB	2,000,000,000	3,000,000,000
Coupon rate	8.6%	8.5%
Placement date	02.04.2019	02.04.2019
Circulation period, years	1352	915
Coupon period, days	169	183
Placement method	public subscription	public subscription
Maturity	14.12.2022	03.10.2021

Interaction with the Shareholders and investors

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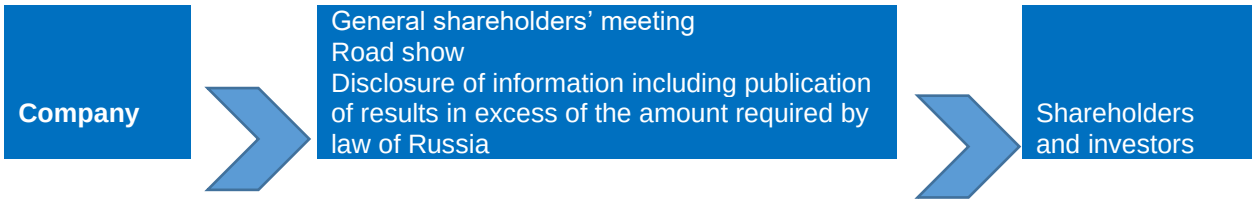
PJSC Enel Russia works actively in interaction with stock market participants and improvement of information disclosure. The company’s representatives are engaged in on-going dialogue with analysts of investment banks and hold regular meetings with investors.

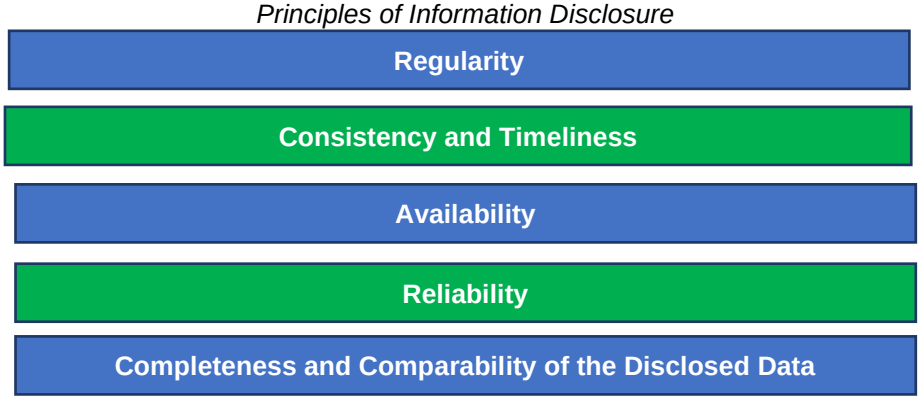
Key instruments for interaction with shareholders and investors



Publication of specialized information for investment community (Investor's Calendar, Strategic Plan, etc.)
Conference-calls with investment community stakeholders
Feedback forms for contacting the Chairman of the Board of Directors and answers to the most frequently asked questions on the company's portal

The regulation on information policy defines the procedure for interaction with shareholders, investors, and representatives of the mass media. Following the best national practices, it provides for an extended list of information disclosed by the company as well as the procedure for shareholders to access information about entities controlled by the company. The information is disclosed on the company's web-site, e-disclosure.ru news feed and in other ways provided for by the company's Regulation on the Information Policy.

Principles of Information Disclosure



The restated Regulation on the Information Policy approved by the Board of Directors in 2020 extended the list of information disclosed by the Company on a voluntary basis – it includes information on the results of voting on all issues on the agenda of the Board of Directors meetings.

Regulation on the Information Policy
https://www.enelrussia.ru/content/dam/enel-ru/documents/en/basic/Information%20Policy.pdf

Company website enelrussia.ru

News Feed e-disclosure.ru

http://www.e-disclosure.ru/portal/company.aspx?id=5732

In 2020, the company continued to work on the improvement of transparency of the public history and attractiveness of investments in the shares of PJSC Enel Russia including in the form of ongoing IR events:

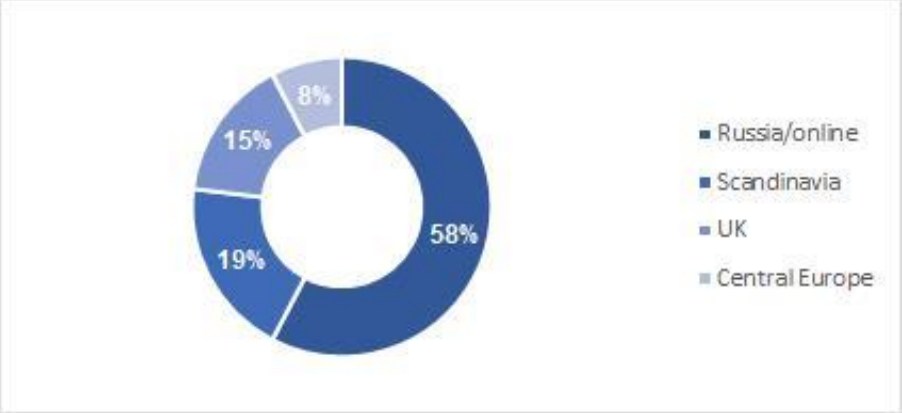
- disclosure of annual and quarterly financial results

- update of the strategic plan with key operational and financial objectives for the next three years and further strategic vision
- direct meetings with investors including within the scope of conferences of brokers
- answers to the questions from investors and analysts

Due to the limitations associated with the COVID-19 pandemic, a significant portion of the above activities were conducted online. For the first time, a new format of communication with private investors was tested, namely, a live conference on the YouTube platform.

In 2020, more than 50 meetings were held with Russian and foreign investors, both current and potential.

Geography of meetings with investors



The Company's analytical coverage was provided by seven experts from leading investment banks.

Share price as of 31.12.2020
0.9 rubles

Consensus Forecast
1.1 rubles

Growth Potential
+22%

Key IR events held in 2020

I quarter 2020	II quarter 2020	III quarter 2020	IV quarter 2020
Conference call on the results of 2019 Presentation of the strategic business plan for 2020-2022 Roadshow (Scandinavia and Europe) Raiffeisen Bank Conference (Stockholm)	Conference call based on the results Q1 2020 Renaissance Capital Conference (online, Moscow)	Conference call based on the results 6 months of 2020 SOVA Capital Conference (online, Moscow) Renaissance Capital Conference (online, Moscow)	Conference call based on the results 9 months of 2020 Investment Conference "Russia: The Inside Track!" (online, Moscow) VTB event "Dialogue with Enel Russia" (online, Moscow)

Calendar of events for investors for 2021

Financial (IR-calendar) for 2021
https://www.enelrussia.ru/en/investors/a201612-pjsc-enel-russia-investor-calendar.html

Controlled Companies and Subsidiaries

The company carries out the management of controlled companies through its representatives at general meetings of shareholders/participants as well as at the company management bodies. The Board of Directors, in the cases defined by the Charter, gives recommendations to the company's representatives regarding the participation and voting procedure on the agenda issues of general meetings of shareholders (participants) of controlled companies.

The Charter
https://www.enelrussia.ru/content/dam/enel-ru/documents/ru/basic/Устав2020.pdf

Data on controlled companies as of 31.12.2020

Name	Location	Activity	Share in the authorized capital, %
LLC Enel Rus Wind Azov	Rostov region, Azov district, village of Kagalnik	Generation of electric power from renewable energy sources	100
LLC Enel Rus Wind Stavropol[42]	Stavropol region, Kochubeev distric, Kochubeevskoye settlments[43]	Generation of electric power from renewable energy sources	100
LLC Enel Rus Wind Kola	Murmansk Region, Murmansk	Generation of electric power from renewable energy sources	100
Teploprogress JSC	Sverdlovsk Region, Sredneuralsk	Activities to ensure the reliability of the district heating grid	60
LLC Reftinskaya GRES	Tver region, Konakovo	Generation of electric power by thermal power plants	100

Controlled companies having significant importance.

[42] Until 20.10.020 – LLC Enel Rus Wind Generation
[43] Until 25.12.2020 - Moscow

Annexes

102-55

Annex 1. GRI Table

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
	GENERAL DISCLOSURES			
	ORGANIZATIONAL PROFILE			
GRI 102: General Disclosures	102-1	Name of the organization	Title list, p. 1	Public joint-stock company Enel Russia; PJSC Enel Russia
	102-2	Activities, brands, products and services	p. 20	
	102-3	Location and headquarters		The headquarters of PJSC Enel Russia is located in Moscow, the legal address of the company is Yekaterinburg
	102-4	Location of operations	p. 17	
	102-5	Ownership and legal form		The company is a public joint stock company (PJSC)
	102-6	Markets served	p. 17	
	102-7	Scale of the organization	p. 15, 48, 50, 227,	
	102-8	Information on employees and other workers	p. 125, 134, 289	
	102-9	Supply chain	p. 150	
	102-10	Significant changes to the organization and its supply chain	p. 38, 151	
	102-11	Precautionary Principle or approach		The company is focused on adhering to the Precautionary Principle and plans to include this aspect in the Environmental Policy as part of the revision in 2021
	102-12	External initiatives	p. 25, 62, 72	
	102-13	Membership of associations	p. 72	
	STRATEGY			
	102-14	Statement from senior decision-maker	p. 6, 8, 57	
	102-15	Key impacts, risks, and opportunities	p. 63	Partially disclosed
	ETHICS AND INTEGRITY			
	102-16	Values, principles, standards, and norms of behavior	p. 22, 30, 57, 167	The mission and values of the company are disclosed partially in English, as we adhere to the recommendations of the Enel Group, in order to demonstrate a unified approach to reflecting the mission and values in all countries of presence.
	102-17	Mechanisms for advice and concerns about ethics	p. 168	
	GOVERNANCE			
	102-18	Governance structure	p. 23, 185, 187	
	102-19	Delegating authority	p. 23, 59	
	102-20	Executive-level responsibility for economic, environmental, and social topics	p. 23, 59, 189	
	102-21	Consulting stakeholders on economic, environmental, and social topics	p.59	
	102-22	Composition of the highest governance body and its committees	p. 191, 193, 198, 201	
	102-23	Chair of the highest governance body	p. 193	
	102-24	Nominating and selecting the highest governance body	p. 189	Partially disclosed
	102-25	Conflicts of interest	p. 193	All members of the Board of Directors are reviewed to identify conflicts of interest. Information on the results of the review, in particular, on the absence of a conflict of interest, is publicly

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
				available and is part of the biographical background of each member of the Board of Directors
	102-26	Role of highest governance body in setting purpose, values, and strategy	p. 59, 189	
	102-27	Collective knowledge of highest governance body	p. 190	NEW
	102-28	Evaluating the highest governance body's performance	p. 208	
	102-29	Identifying and managing economic, environmental, and social impacts	p. 176	
	102-30	Effectiveness of risk management processes	p. 63, 176	
	102-31	Review of economic, environmental, and social topics	p.	
	102-32	Highest governance body's role in sustainability reporting	p. 189, 206	The text of the Annual Report is approved by the Board of Directors of PJSC Enel Russia
	102-33	Communicating critical concerns		The procedure for forming the agenda of meetings of the Board of Directors is described in the "Rules of Procedure for Convention and Holding of Meetings of Board of Directors of PJSC Enel Russia. The full text of is available on the official website of the company, enelrussia.ru
	102-35	Remuneration policies	p. 215	Partially disclosed The full text of "Regulation on Payment of Remuneration and Compensations to Members of Board of Directors of the PJSC Enel Russia" is available on the official website of the company, enelrussia.ru
	102-36	Process for determining remuneration	p. 215	The full text of "Regulation on Payment of Remuneration and Compensations to Members of Board of Directors of the PJSC Enel Russia" is available on the official website of the company, enelrussia.ru
	102-38	Annual total compensation ratio	p. 132	NEW
	102-39	Percentage increase in annual total compensation ratio	p. 132	NEW
	STAKEHOLDER ENGAGEMENT			
	102-40	List of stakeholder groups	p. 64	
	102-41	Collective bargaining agreements	p. 134	About 90% of employees are covered by collective bargaining agreements.
	102-42	Identifying and selecting stakeholders	p. 64	
	102-43	Approach to stakeholder engagement	p. 64, 68, 165, 231	
	102-44	Key topics and concerns raised	p. 64	
	REPORTING PRACTICES			
	102-45	Entities included in the consolidated financial statements	The list of legal entities indicated in the section "Financial statements and auditor's report".	The list of legal entities included in the consolidated financial statements differs from the list of legal entities for which information is disclosed in the annual report. The report discloses non-financial data of PJSC Enel Russia
	102-46	Defining report content and topic boundaries	p. 10, 13	
	102-47	List of material topics	p. 10, 12	
	102-48	Restatements of information	p. 9	
	102-49	Changes in reporting	p. 10, 11	

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
	102-50	Reporting period	p. 9	The report covers the company's activities from January 1, 2020 to December 31, 2020
	102-51	Date of most recent report	p. 9	
	102-52	Reporting cycle	p. 9	
	102-53	Contact point for questions regarding the report	p. 14	
	102-54	Claims of reporting in accordance with the GRI Standards	p. 9	
	102-55	GRI content index	p. 235	
	102-56	External assurance		External assurance of non-financial data was not conducted. The internal assurance of the quality of the data provided for the report was carried out by the heads of relevant units, Sustainability Unit, the working Group responsible for creating the report, which included representatives of the Sustainability Unit, Corporate Relations Division, Investor Relations Group. We are considering the possibility of external assurance of the non-financial part of the report in the next reporting periods.
MATERIAL TOPICS				
ECONOMIC AND FINANCIAL VALUE CREATION				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 12, 50	
	103-2	The management approach and its components	p. 50	
	103-3	Evaluation of the management approach	p. 50	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	p. 71	
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 12, 85	
	103-2	The management approach and its components	p. 85	
	103-3	Evaluation of the management approach	p. 85	
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	p. 85	
	403-2	Hazard identification, risk assessment, and incident investigation	p. 87, 90	The process of incident investigation related to industrial hazards depends on the nature of the case and is not subject to a uniform description.
	403-3	Occupational health services	p. 91	
	403-4	Worker participation, consultation, and communication on occupational health and safety	p. 92	
	403-5	Worker training on occupational health and safety	p. 92	
	403-6	Promotion of worker health	p. 78, 138	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		The company's approaches used by the organization to prevent and mitigate significant negative health and safety impacts directly related to the company's operations and its products are guided by an integrated management system.
	403-8	Workers covered by an occupational health and safety management system	p. 85	
	403-9	Work-related injuries	p. 90, 290	
	403-10	Work-related ill health	p. 91	Partially disclosed
ENVIRONMENTAL COMPLIANCE AND MANAGEMENT				

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 12, 97	
	103-2	The management approach and its components	p. 97	
	103-3	Evaluation of the management approach	p. 97	
GRI 301: Materials	301-1	Materials consumed by weight or volume	p. 118, 288	
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	p. 108, 273	
	303-2	Management of water discharge-related impacts	p. 108, 273	
	303-3	Water withdrawal	p. 108, 274	All water withdrawn is fresh (less (≤1000 mg/L total dissolved solids)
	303-4	Water discharge	p. 108, 275	
	303-5	Water consumption	p. 108, 276	Partially disclosed
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 118	
	304-2	Significant impacts of activities, products, and services on biodiversity	p. 188	According to the data available, the current operation of the company does not have a significant impact on the biodiversity of the regions in which power and heat generating facilities are located
	304-3	Habitats protected or restored	p. 188	Partially disclosed
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	p.104, 270	Partially disclosed The company plans to revise its approach to fuel consumption accounting and GHG calculation in 2021
	305-2	Energy indirect (Scope 2) GHG emissions		Figure not available in the actual monitoring system. Enel Russia will consider the possibility to review its methodological approach to collect and calculate indirect emissions in the next reporting periods.
	305-3	Other indirect (Scope 3) GHG emissions		Figure not available in the actual monitoring system. Enel Russia will consider the possibility to review its methodological approach to collect and calculate indirect emissions in the next reporting periods.
	305-4	GHG emissions intensity	p. 104, 271	
	305-6	Emissions of ozone-depleting substances (ODS)		In the company's operation, ozone-depleting substances are not emitted into the atmosphere and are not used in production activities
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	p. 106, 271	
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	p. 113	NEW
	306-2	Management of significant waste-related impacts	p. 113	NEW
	306-3	Waste generated	p. 113, 277	NEW
	306-4	Waste diverted from disposal	p. 113, 278, 283,	NEW The volume of generated and disposed waste does not coincide, since at the beginning of the year there may be waste from the previous reporting period, and at the end of the year waste remains in the accumulation, which will be transferred for

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
				disposal in the future reporting period
	306-5	Waste directed to disposal	p. 113, 286	NEW
GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	p. 100	Partially disclosed
SOUND GOVERNANCE AND FAIR CORPORATE CONDUCT				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 12, 166, 185	
	103-2	The management approach and its components	p. 166, 185	
	103-3	Evaluation of the management approach	p. 166, 185	
GRI 205: Anticorruption	205-1	Operations assessed for risks related to corruption	p. 167	Partially disclosed
	205-2	Communication and training about anti-corruption policies and procedures	p. 168	Partially disclosed
	205-3	Confirmed incidents of corruption and actions taken	p. 167	In the reporting period there were no confirmed corruption cases.
GRI 207: Tax	207-1	Approach to tax	p. 169	NEW
	207-2	Tax governance, control, and risk management	p. 172	NEW
	207-3	Stakeholder engagement and management of concerns related to tax	p. 171	NEW
	207-4	Country-by-country reporting	p. 173	NEW
GRI 415: Public Policy	415-1	Political contributions		In accordance with cl. 3.26 of Chapter IV of the current Code of Ethics, PJSC Enel Russia does not finance political parties, their candidates or representatives either in Russia or abroad, and does not sponsor events or holidays held solely for the purpose of political propaganda. PJSC Enel Russia refrains from exerting any direct or indirect pressure on political figures.
ENGAGING THE LOCAL COMMUNITIES				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 12, 140	
	103-2	The management approach and its components	p. 140	
	103-3	Evaluation of the management approach	p. 140	Company regularly conducts a self-assessment of the management approach to local community engagement. Evaluation of the management approach, as well as its improvement, occurs based on the results of ESG risks assessment, which is conducted by an external party for the second year in a row. We also participate in various international and local competitions and ratings to get a third-party view on our approach and compare it with other businesses.
GRI 203: Indirect Economic Impacts	203-2	Significant indirect economic impacts	p. 144	

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	p. 103, 144	Partially disclosed
EMPLOYEES MANAGEMENT, DEVELOPMENT AND MOTIVATION				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 12, 123	
	103-2	The management approach and its components	p. 123	
	103-3	Evaluation of the management approach	p. 123	
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	p. 130, 292	
GRI 401: Employment	401-1	New employee hires and employee turnover	p. 129, 293	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 137	
	401-3	Parental leave	p. 137, 294	
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes		NEW The company complies with the requirements of the Labor Code of the Russian Federation related to the minimum notice periods regarding operational changes, including its reorganization.
GRI 404: Training and education	404-1	Average hours of training per year per employee	p. 127, 295	
	404-2	Programs for upgrading employee skills and transition assistance programs	p. 127	
	404-3	Percentage of employees receiving regular performance and career development reviews	p. 133, 295	
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	p. 125, 132, 134, 290, 296	
	405-2	Ratio of basic salary and remuneration of women to men	p. 132	
GRI 406: Non discrimination	406-1	Total number of incidents of discrimination during the reporting period		In the reporting period, the Internal Audit Department of PJSC Enel Russia did not find any cases of discrimination on the basis of gender, national origin and ethnicity, religion or any other signs
HUMAN RIGHTS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 74	
	103-2	The management approach and its components	p. 74	
	103-3	Evaluation of the management approach	p. 74	
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		Enel Russia respects children's rights and condemns all forms of child labor. These provisions are enshrined in the Human Rights Policy. There have been no cases of child labor in the company or its suppliers.
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Enel Russia rejects any form of forced or compulsory labor. These provisions are enshrined in the Human Rights Policy. During the reporting period, there was not a single case of the use of forced labor in the company or its suppliers.
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures		All security personnel have been trained in human rights. The contracts with suppliers of security services include provisions that they undertake to comply with

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
				the principles of the Code of Ethics of PJSC Enel Russia when carrying out their business operations and interaction with partners. The Code of Ethics covers human rights observance.
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples		Operations of Enel Russia do not affect indigenous and small-numbered peoples. In the reporting period, there was not a single incident of violation of the rights of indigenous and small-numbered peoples, nor was there a single complaint regarding violation of human rights from these groups.
GRI 412: Human Rights Assessment	412-2	Employee training on human rights policies or procedures	p. 76	
OPERATIONAL EFFICIENCY				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 157	
	103-2	The management approach and its components	p. 157	
	103-3	Evaluation of the management approach	p. 157	
GRI 302: Energy	302-1	Energy consumption within the organization	p. 158	The company discloses data on energy consumption in internal units/ The company plans to revise its approach to fuel consumption accounting and GHG calculation in 2021
	302-3	Energy intensity	p. 159	
	302-4	Reduction of energy consumption	p. 159	Partially disclosed
DECARBONIZATION OF ENERGY MIX				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 24	
	103-2	The management approach and its components	p. 24	
	103-3	Evaluation of the management approach	p. 24	
CUSTOMER FOCUS				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 165	
	103-2	The management approach and its components	p. 165	
	103-3	Evaluation of the management approach	p. 165	
INNOVATION AND DIGITAL TRANSFORMATION				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 160	
	103-2	The management approach and its components	p. 160	
	103-3	Evaluation of the management approach	p. 160	
SUSTAINABLE SUPPLY CHAIN				
GRI 103: Management Approach	103-1	Explanation of the material topic and its boundary	p. 150	
	103-2	The management approach and its components	p. 150	
	103-3	Evaluation of the management approach	p. 150	
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	p. 153	Local suppliers are legal entities registered in the same constituent entity of the Russian Federation where company conducts its operations
	308-1	New suppliers that were screened using environmental criteria	p. 152	

GRI Standard	Disclosure		Page number(s)/ URL/ Direct answer	Omission and explanation
GRI 308: Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	p. 152	Partially disclosed
GENERAL STANDARD DISCLOSURES FOR THE ELECTRIC UTILITY SECTOR				
	EU1	Installed capacity, broken down by primary energy source and by regulatory regime	p. 43, 46	
	EU2	Net energy output broken down by primary energy source and by regulatory regime	p. 47	
	EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region	p. 298	
	Former EU21 (DMA Disaster/Emergency Planning and Response) Mapped GRI Standards 103-2	Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans	p. 94	

Annex 2. Financial statements and auditor's report

Evaluation
by the Audit and Corporate Governance Committee of the Board of Directors of PJSC Enel Russia of the auditor's reports on accounting (financial) statements of PJSC Enel Russia prepared on the basis of 2020 business activity results.

Pursuant to p. 177 of the Code of Corporate Governance recommended by Central Bank of the Russian Federation (Letter of the Central bank dated 10.04.2014 No. 06-52/2463) the Audit and Corporate Governance Committee of the Board of Directors shall provide evaluation of auditor's reports on accounting (financial) statements prepared in accordance with International Financial Reporting Standards (hereinafter – «IFRS») and Russian Accounting Standards (hereinafter – «Russian GAAP») – to be further submitted as materials to the Annual General Meeting.

JSC KPMG, located at Presnenskaya Naberezhnaya, 10, Block C, Naberezhnaya Tower Complex, Moscow, 123112, Russia, appointed as the Auditor of PJSC Enel Russia to provide audit and issue auditor's reports to express an opinion on accounting (financial) statements of PJSC Enel Russia prepared in accordance with IFRS and Russian GAAP. JSC KPMG is a member of the Self-regulatory organization of auditors "Sodruzhestvo" (Association).

Based on the results of compulsory audit of accounting (financial) reporting of PJSC Enel Russia for 2020 JSC KPMG drew up the auditor's reports.

Upon examining the auditor's reports issued by JSC KPMG, the Audit and Corporate Governance Committee of the Board of Directors has resolved:

1. The audit was conducted in compliance with the terms and conditions of the contract concluded between JSC KPMG and PJSC Enel Russia, in adherence to the agreed schedule and audit procedures.
2. The auditor's reports presented are in compliance with the requirements of the Federal Law "On audit activities" No. 307-FZ dated 30.12.2008; with the International Standards of Auditing approved by the RF Government Decree No. 576 dated 11.06.2015; with internal regulations (standards) of audit activities of the Self-regulatory organization of auditors.
3. To note that JSC KPMG issued the unqualified opinion which contains the positive notion that the accounting (financial) reporting statements of PJSC Enel Russia reflects accurately and in all material aspects the financial standing of PJSC Enel Russia as of December 31, 2020, the results of the economic and financial activity of the Company, as well as the cash flows in 2020 in compliance with the requirements of the legislation of the Russian Federation, Russian GAAP and IFRS regarding the preparation of accounting (financial) statements.

Chairman of the Audit and Corporate Governance Committee of PJSC Enel Russia Board of Directors **Andrea Palazzolo**

Annex 3. Information on observance of the Corporate Governance Code principles and recommendations by the company

This Report on compliance with the principles and recommendations of the Corporate Governance Code was reviewed by the Board of Directors of Public Joint Stock Company Enel Russia (hereinafter – PJSC Enel Russia or the "company") at the meeting of the Board of Directors on April 21, 2021, minutes No. 6/21 dated 23.04.2021.

The Board of Directors confirms that the data contained in this Report contain complete and reliable information on compliance with the principles and recommendations of the Corporate Governance Code by the company for 2020.

Compliance with the corporate governance principles enshrined in the Corporate Governance Code was assessed by the company in accordance with the methods stated in Letter of the Bank of Russia No. ИН-06-52/8 dated 17.02.2016.

In 2020, PJSC Enel Russia maintained a high level of compliance with the Code. Out of 79 priciples the company complies with 76 principles and patially complies with 2 principles. One principle remains non-applicable. A brief description of the most significant aspects of the corporate governance model and practice in the Company is contained in the annual report's sections "Corporate Governance" and "Risk Management".

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
1.1	**The Company shall ensure equal and fair treatment of all shareholders regarding the exercise of their right to participate in the company management.**			
1.1.1	The company creates for shareholders conditions that are as favorable as possible to participate in the general meeting, conditions for elaborating reasonable opinion on the general meeting agenda issues, coordinating their actions, as well as the possibility to express their opinion on the issues considered.	1. The internal document of the company approved by the General Shareholders' Meeting and governing the general meeting procedures is available to the public. 2. The company provides an available method for communication with the company, such as a "hot line", e-mail or an Internet forum, allowing shareholders to express their opinion and send questions relating to the agenda when preparing for the general meeting. The foregoing actions were taken by the company on the eve of each general meeting held in the reporting period.	**Complied**	Compliance kept. The procedure for convening, preparation and holding of the Company's General Shareholders' Meeting has been established by the Regulations on Preparation and Holding of General Shareholders' Meeting in PJSC Enel Russia and the Company's Charter. The mentioned documents are available in the Internet on the company website (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html). At the General Shareholders' Meeting in 2020, PJSC Enel Russia provided its shareholders with the e-mail address, company business account number in WhatsApp messenger (hereinafter - WhatsApp) and special form on the company website in order to give the shareholders the opportunity to share their opinion or submit questions related to the agenda of the General Shareholders' Meeting. The company employees answered the questions related to the General Shareholders' Meeting via phone.
1.1.2	The procedure for notifying of the general meeting and providing the materials for the general meeting provides the shareholders with an opportunity to be properly prepared for participation in the event.	1. The notification of the General Shareholders' Meeting is placed (published on the web-site at least 30 days prior to) the general meeting date. 2. The notification of the meeting specifies the meeting venue and the documents required to access the premises. 3. The shareholders were given access to the information concerning the persons that proposed the agenda issues and the candidates for the Board of Directors and the Internal Audit Commission of the company.	**Complied**	Compliance kept. According to Article 11.8 of the Charter of PJSC Enel Russia, a note on the forthcoming Company's General Shareholders' Meeting with indication of the meeting location, date and time, as well as references to the documents required for access authorization, shall be published on the Company website (https://www.enelrussia.ru) by no later than 21 day prior to the meeting date. The Company actually publishes this notification by no later than 30 days prior to the date of the General Shareholders' Meeting. The information on the persons and entitiesght who proposed the issues on the agenda and nominated the candidates to the Board of Directors is included in the materials to General Shareholders' Meeting. In 2020, no data on the location and time of the General Shareholders' Meeting was indicated in the notification as the General Shareholders' Meeting was held in absentia based on the Article 2 of Federal Law No. 50-FZ dated 18.03.2020 lifting the prohibition to hold general shareholders' meetings concerning the issues of election of board of directors, approval of the joint-stock company auditor, approval of the annual report, approval of the annual accounting (financial) statements in the form of absentee voting. Considering the actions taken in order to contain the spread of the SARS-CoV-2 virus infection (COVID-19), the Bank of Russia in its information letter No. ИН-06-28/48 dated April 3, 2020 recommended to consider the change of the general annual meeting format to the meeting in absentia. Additionally, by the time the decision to convene the General Shareholders' Meeting was taken, the high-alert regime, prohibiting mass events, had been imposed in the cities and towns that may host the meeting according to the Company's

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				Charter (Article 10.11 of the Charter), namely Moscow, Yekaterinburg, Konakovo, Nevinnomyssk, Sredneuralsk and Asbest (Decree of the Mayor of Moscow No. 42-УМ dated 10.04.2020, Resolution of the Governor of the Stavropol Territory No. 119 dated March 26, 2020, Decree of the Governor of the Sverdlovsk Region No. 100-УГ dated March 18, 2020, Resolution of the Governor of the Tver Region No. 16-пг dated March 17, 2020). Given that about 300-400 people attended past general meetings in person, the company decided not to violate the prohibition on holding mass events with more than 50 people in attendance at a time.
1.1.3	When preparing and holding the general meeting, the shareholders were able to receive the information about the meeting and materials for it in an easy and timely manner, as well as to ask questions to the executive bodies and the members of the Board of Directors, communicate with each other.	1. In the reporting period, the shareholders were allowed to ask questions to the members of the executive bodies and the members of the Board of Directors of the company on the eve and when holding the annual general meeting. 2. The stance of the Board of Directors (including dissenting opinions entered in the minutes) on each agenda issue of the general meetings held in the reporting period was included in the materials to the General Shareholders' Meeting. 3. The company provided the authorized shareholders with the access to the list of persons entitled to participate in the general meeting, starting from the date of its receipt by the company, in all cases when general meetings were held in the reporting period.	**Complied**	Compliance kept. As part of the preparation to the annual General Shareholders' Meeting in 2020, the shareholders were provided with the opportunity to receive answers to their questions sent to the special e-mail address (enelrussiaagsm@enelrussia.ru) or WhatsApp number or submitted using the special form on the company website (these contact data was specified in the meeting information notice). The shareholders could express their opinion and submit questions on the agenda, ask questions to the members of the Board of Directors, members of the Executive Board, General Director, key managers, Head of Accounting and Taxation - Head Accountant, Company Auditor and Board of Directors candidates. The answers to the shareholders' questions were immediately published on the company website. The company employees responded to meeting-related phone calls. The position of the Board of Directors on each issue on the agenda of the General Shareholders' Meeting was presented in the relevant meeting materials. Several days prior to the company General Shareholders' Meeting, video recordings of statements on each issue on the agenda and the opening statement of the Chairman of the Board of Directors were made available on the company website. The company provided access to the list of persons who have the right to participate in the General Shareholders' Meeting for the entitled shareholders.
1.1.4	Implementation of the shareholder's right to request convening of the general meeting, propose candidates for the management bodies and enter proposals to be included in the general meeting agenda was not associated with unreasonable difficulties.	1. In the reporting period, the shareholders were able to enter proposals to be included in the annual general meeting agenda within at least 60 days after expiration of a relevant calendar year. 2. In the reporting period, the company did not refuse to accept proposals for the agenda or the candidate for the company bodies due to misprints and other insignificant deficiencies in the shareholder's proposal.	**Complied**	Compliance kept. Cl. 13.1 of the Charter of PJSC Enel Russia establishes the duration of the period when shareholders are allowed to submit their proposals for the agenda of the annual General Shareholders' Meeting: by no later than 60 days upon the end of the reporting year. Should a shareholder's proposal have some significant weaknesses, the Company undertakes to inform that shareholder on this fact to provide the opportunity to correct them.
1.1.5	Each shareholder was able to implement the voting right without any obstacles in the easiest and the most convenient way for him/her.	1. The internal document (internal policy) of the company contains provisions stating that each participant of the general meeting may request a copy of the ballot that he/she filled in, certified by the counting committee, before completion of a relevant meeting.	**Complied**	Compliance kept. Improvements in comparison with the previous period. According to cl. 11.21 of the Charter of PJSC Enel Russia, each participant of the General Shareholders' Meeting can demand a copy of the ballot filled by him/her and certified by the counting commission. In 2020, the company for the first time provided its shareholders with the opportunity of electronic voting implemented via the website of the registrar, NRK-R.O.S.T. JSC - https://lk.rrost.ru/.
1.1.6	The general meeting proceeding established by the company provides equal possibility to all attendants to express their opinion and ask the questions they are interested in.	1. When General Shareholders' Meetings were held in the reporting period in the form of a meeting (shareholders' joint presence) enough time was provided for reports on the agenda issues and time for discussing these issues. 2. The candidates for the company management and control bodies were available for answering the shareholders' questions at the meetings where these candidates were put to voting.	**Complied**	Compliance kept. On the basisof the decision of the Company's Board of Directors (minutes No. 6/20 dated 22.04.2020), taken in compliance with Article 2 of Federal Law No. 50-FZ dated March 18, 2020, the annual General Shareholders' Meeting was held in the form of voting in absentia. In order to inform shareholders additionally, video recordings of statements on all issues on the agenda and the opening statement of the Chairman of the Board of Directors were published on the company website www.enelrussia.ru. The shareholders could ask questions via e-mail, WhatsApp or the special form available on the company website. The answers to the shareholders' questions were immediately published on the company website. As part of the preparation to the annual General Shareholders'

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		3. When making the decisions related to preparation and holding of the General Shareholders' Meetings, the Board of Directors considered using telecommunication means to provide shareholders with remote access for participation in the general meetings in the reporting period.		Meeting in 2020, the shareholders were provided with the opportunity to receive answers to their questions sent to the special e-mail address (enelrussiaagsm@enelrussia.ru) or the company business account WhatsApp number, specified in the meeting information notice. The shareholders could ask questions to the Board of Directors candidates. The Board of Directors members and candidates were available to answer the questions addressed to them. The mentioned steps of providing an additional informing of the shareholders were taken by the company management according to an instruction given by the Board of Directors. The company shareholders could also use the electronic voting system by filling an online ballot form on the website of the registrar of the company, NRK-R.O.S.T. JSC - https://lk.rrost.ru/.
1.2	**The shareholders are provided with an equal and fair opportunity to participate in the company revenue by receiving dividends.**			
1.2.1	The company developed and implemented a transparent and clear mechanism for determining the amount of dividends and their payment.	1. The dividend policy is developed, approved by the Board of Directors and disclosed at the company. 2. If the company dividend policy uses the company's reporting indicators for determining the amount of dividends, relevant provisions contained in the Dividend Policy take into account consolidated financial statements indicators.	**Complied**	Compliance kept. The company Board of Directors has approved the Dividend Policy Regulation, published on the company website (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html). The company plans to draw up and approve a new Dividend Policy Regulation in 2021.
1.2.2	The Company does not make any decision on dividends payment if such decision, not violating formally the restrictions set forth in the laws, is economically unfeasible and may lead to the formation of false ideas concerning the company's business.	1. The dividend policy of the company contains clear instructions concerning financial/economic circumstances when the company should not pay the dividends.	**Complied**	Compliance kept. Cl. 2.6 of the Dividend Policy Regulation sets the general rule of that the Company is obliged to pay dividends announced on shares of each category (type) unless otherwise provided for by the applicable Russian law. The Dividend Policy Regulation formally does not contain clear guidance on financial/economical circumstances under which dividends are not paid, as the company considers the definition of such restrictions in Article 43 of Federal Law "On Joint Stock Companies" sufficient.
1.2.3	The company does not allow for the deterioration of the current shareholders' dividend rights.	1 In the reporting period, the company did not take any actions leading to deterioration of the current shareholders' dividend rights.	**Complied**	Compliance kept. The company has issued one type of ordinary shares. In the reporting year, PJSC Enel Russia did not take any actions impairing the shareholders' dividend rights.
1.2.4	The Company seeks to eliminate the shareholders' using other ways for gaining profit (income) at the company's expense, besides dividends and liquidation value.	1. To eliminate the shareholders' using other ways for gaining profit (income) at the company's expense, besides dividends and liquidation value, the internal documents of the company establish the control mechanisms ensuring timely identification and approval procedure for the transactions with persons affiliated (associated) with current shareholders (persons entitled to make use of the votes falling within the voting shares), in the cases when the law does not recognize formally such transactions as related party transactions.	**Complied**	Compliance kept. The company has created the Related Party Transactions Committee tasked with providing assistance to the Board of Directors in evaluation and decision-making issues concerning related party transactions and cases of conflict of interests. In 2020 the Related Party Transactions Committee was composed exclusively of independent directors. The Board of Directors has adopted the General Principles for Approval of Related Party Transactions. This document stipulates the need to define a fair market price for property to be acquired or alienated under a related party transaction, on the grounds of tender results, market price analysis or engagement of an independent appraiser. In addition, the company has the Enel Group Corporate Governance Guidelines, approved by the Board of Directors in 2018, setting the general principles and procedures for committing intra-group and other related party transactions.
1.3	**The system and practice of corporate governance provide equal conditions for all shareholders owning shares of similar category (type), including minority (minor) shareholders and foreign shareholders and their equal treatment by the company.**			

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1.3.1	The Company created conditions for fair treatment of each shareholder by the management bodies and controlling officials of the company, including the conditions disallowing abuse of powers by major shareholders in relation to minority shareholders.	1. Within the reporting period the procedures for managing potential conflicts of interests arising among the current shareholders are efficient, and the Board of Directors paid due attention to the conflicts among shareholders, if any.	**Complied**	Compliance kept. Within the reporting period, no conflicts among shareholders were identified in the company.
1.3.2	The Company does not take any actions that lead or may lead to artificial redistribution of corporate control.	1. There are no quasi-treasury shares or they did not participate in voting within the reporting period.	**Complied**	Compliance kept. During 2018-2020, no quasi-treasury shares existed.
1.4	**The shareholders are provided with reliable and efficient methods for accounting the rights to shares, as well as the possibility to dispose of the shares they own in a free and easy manner.**			
1.4	The shareholders are provided with reliable and efficient methods for accounting the rights to shares, as well as the possibility to dispose of the shares they own in a free and easy manner.	1. Quality and reliability of the activity performed by the company Registrar to keep the register of securities owners meet the requirements of the company and its shareholders.	**Complied**	Compliance kept. The registrar of the company is NRK-R.O.S.T. JSC, the largest Russian registrar that provides its clients with a broad range of services and advanced functions.
2.1	**The Board of Directors performs strategic management of the company, determines general principles and approaches towards the organization of the risk management and internal control system at the company, controls activities of the company's executive bodies, and also implements other key functions.**			
2.1.1	The Board of Directors is responsible for making the decisions on appointment and dismissal for the positions at the executive bodies, including due to improper fulfillment of their duties. The Board of Directors also controls the company executive bodies so that they act in accordance with the approved development strategy and core businesses of the company.	1. The Board of Directors has the powers registered in the Charter to appoint, dismiss and determine the contract conditions in relation to the executive bodies' members. 2. The Board of Directors reviewed the report (reports) of the sole executive body and members of the collective executive body on compliance with the company strategy.	**Complied**	Compliance kept. According to the Charter of PJSC Enel Russia, the competence of the Board of Directors includes appointment and early termination of powers of the General Director of the company, definition, election and early termination of powers of the Executive Board members. The Board of Directors on a regular basis examines reports made by the General Director of the company, which include, among others, fulfillment of the business plans and implementation of the strategy of PJSC Enel Russia.
2.1.2	The Board of Directors establishes main business focuses of the company for a long term, evaluates and approves key performance indicators and main business objectives of the company, evaluates and approves the strategy and business plans for the company core activities.	1. Within the reporting period the Board of Directors at its meetings considered the issues related to the strategy fulfillment progress and update, approval of the financial and business plan (budget) of the company, as well as review of the criteria and indicators (including interim ones) concerning implementation of the company strategy and business plans.	**Complied**	Compliance kept. In 2020, the Board of Directors examined the issues related to the implementation and updating of the strategy, as well as approval of the company financial and business plan (budget).
2.1.3	The Board of Directors determines principles and approaches towards the organization of the risk management and internal control system at the company.	1. The Board of Directors determined principles and approaches towards organization of the risk management and internal control system at the company. 2. The Board of Directors assessed the risk management and internal control system of the company within the reporting period.	**Complied**	Compliance kept. The Company has a number of internal documents specifying the principles and organization of the risk management and internal control system: Policy in Risk Management and Internal Control defining the objectives, tasks, principles and methods of risk management in the company, Regulation on the Internal Control System, defining the objectives and tasks of the internal control system and Regulation on the Internal Audit Department, aimed at provision of independent assessment of the performance of the internal control system, risk detection and management system and corporate governance practice to the Audit and Corporate Governance Committee, Board of Directors and General Director. In 2020, the Board of Directors examined the risk management and internal control system of PJSC Enel Russia and concluded that its performance was good during 2020 subject to further improvement in the area of renewables project implementation.

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
2.1.4	The Board of Directors determined the company policy for remuneration and (or) reimbursement for the expenses (compensations) to the members of the Board of Directors, executive bodies and other key managers of the company.	1. The Company developed and implemented the policy (policies) for remuneration and reimbursement for the expenses (compensations) to the members of the Board of Directors, executive bodies and other key managers of the company, and the policy (policies) is approved by the Board of Directors. 2. Within the reporting period the Board of Directors at its meetings considered the issues related to the foregoing policy (policies).	**Complied**	Compliance kept. The company has the internal documents governing remuneration and reimbursement of expenses of the members of the Board of Directors, corporate executive bodies and other key managers of the Company. The Regulation on Payment of Remuneration and Compensations to Members of Board of Directors and Board of Directors' Committees, approved by the General Meeting of the Shareholders of PJSC Enel Russia on June 18, 2019, was examined in March 2021 at a session of the Board of Directors as part of the issue on external evaluation of the activities of the company Board of Directors in 2020. The Policy on Remuneration and reimbursement of expenses (compensations) of the Members of the Executive Bodies and other Key Managers of PJSC Enel Russia was examined and approved in its new edition by the Board of Directors of the Company on October 28, 2020 (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html).
2.1.5	The Board of Directors plays a key role in prevention, identification and settlement of the internal conflicts among the company bodies, shareholders and employees.	1. The Board of Directors plays a key role in prevention, identification and settlement of the internal conflicts. 2. The company created the system for the identification of transactions related to the conflict of interests and the system of measures aimed at such conflicts settlement.	**Complied**	Compliance kept. The provision on the key role of the Board of Directors in internal conflicts resolution is included into the company's Charter (Article 15.1) and into the Rules of Procedure for Convention and Holding of Meetings of PJSC Enel Russia Board of Directors (cl. 3.8). Additionally, the Related Party Transactions Committee of the Board of Directors, composed of independent directors, has been created and successfully works in PJSC Enel Russia. The Board of Directors has approved the Enel Group Corporate Governance Guidelines setting the general principles and procedures for committing intra-group and other related party transactions (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html).
2.1.6	The Board of Directors plays a key role in ensuring the company transparency, timely and full disclosure of information by the company, easy access to the company documents for the shareholders.	1. The Board of Directors approved the Regulation on Information Policy. 2. The Company determined the persons responsible for implementation of the Information Policy	**Complied**	Compliance kept. Improvements in comparison with the previous period. In 2020, the company Board of Directors approved the new version of the Regulation on the Information Policy of Public Joint Stock Company Enel Russia supplementing the list of the data voluntary disclosed by the company with the information on results of voting for all issues on agenda of Board of Directors meetings. The Board of Directors has reserved the responsibility to control the compliance with this Regulation (cl. 9.1 Provisions of the Regulation on the Information Policy).
2.1.7	The Board of Directors controls the corporate governance practice at the company and plays a key role in significant corporate events of the company.	1. Within the reporting period the Board of Directors considered the issue concerning the corporate management practice at the company.	**Complied**	Compliance kept. The Board of Directors examined the report on the corporate governance practice in PJSC Enel Russia in October 2020.
2.2	**The Board of Directors reports to the company shareholders.**			
2.2.1	Information about the Board of Directors work is disclosed and submitted to the shareholders.	1. The annual report of the company for the reporting period includes the information about attendance rate for the Board of Directors and committees meetings by individual Directors. 2. The annual report contains the information about main results obtained from assessment of the Board of Directors work, performed in the reporting period.	**Complied**	Compliance kept. The company discloses in its annual report the information on the number of meeting of the Board of Directors and its Committees that had been held during the reporting year, with the indication of the meeting format and attendance of the meetings by the members of the Board of Directors and Committees of the Board of Directors. The main results of evaluation of work of the Board of Directors are also disclosed in the annual reports of PJSC Enel Russia. For 2020, such evaluation has been performed by independent consultant Stanton Chase.
2.2.2	The Chairman of the Board of Directors is available for communication with the company shareholders.	1. The company has a transparent procedure enabling the shareholders to send issues and their opinion on them to the Chairman of the Board of Directors.	**Complied**	Compliance kept. The company shareholders have the opportunity to ask questions to the Chairman of the Board of Directors or Senior Independent Director via the Corporate Secretary of the company or feedback form available on the company website (https://www.enelrussia.ru/en/investors/a201612-form-content.html).

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
2.3	**The Board of Directors is an efficient and professional management body of the company capable of making objective independent judgments and adopting resolutions corresponding to the interests of the company and its shareholders.**			
2.3.1	Only the persons with impeccable business and personal reputation and having knowledge, skills and experience required to make decisions, falling within the competence of the Board of Directors and required for efficient implementation of its functions, shall be elected as the members of the Board of Directors.	1. The procedure for assessing the efficiency of the Board of Directors work adopted at the company includes without limitation assessment of the Board of Directors members' professional qualification. 2. In the reporting period, the Board of Directors (or its Nomination Committee) assessed the candidates for the Board of Directors as to whether they have required experience, knowledge, business reputation, unavailability of the conflict of interests, etc.	**Complied**	Compliance kept. Yearly performance evaluation of the Board of Directors includes assessment of professional competence of the Board members. On the grounds of recommendations given by the HR and Remuneration Committee, the Board of Directors in 2020 evaluated the candidates to the Board of Directors in whether they met the independence criteria and possess adequate experience, knowledge and business reputation.
2.3.2	The members of the company Board of Directors are elected by a transparent procedure, allowing the shareholders to receive the information about the candidates, sufficient to form the idea about their personal and professional qualities.	1. In all cases when holding the General Shareholders' Meeting in the reporting period, if the agenda of such meeting included the issues concerning election of the Board of Directors, the company provided the shareholders with biographical data of all candidates for the members of the Board of Directors, the results of such candidates assessment performed by the Board of Directors (or by its Nomination Committee), as well as the information on the candidate's compliance with the independence criteria, pursuant to recommendations 102 - 107 of the Code, and the written consent of the candidates for election to the Board of Directors.	**Complied**	Compliance kept. The biographic data of the candidates to the Board of Directors and Board's recommendations regarding voting, as well as the results of candidate assessment by the Board of Directors, including the information on whether they met the independence criteria, were included into the documents provided for the annual General Shareholders' Meeting in 2020.
2.3.3	The composition of the Board of Directors is balanced, including as regards qualifications of its members, their experience, knowledge and business qualities, and the shareholders trust it.	1. Within the procedure for assessing the work of the Board of Directors performed in the reporting period, the Board of Directors analyzed own requirements related to professional qualification, experience and business skills.	**Complied**	Compliance kept. As part of the procedure for evaluation of the Board of Directors performance in 2020, the Board of Directors analyzed its needs in professional qualification, experience and business skills.
2.3.4	The number of the company Board of Directors members enables organization of the Board of Directors activities in the most efficient manner, including the possibility to form the Board of Directors committees, as well as enables the significant minority shareholders of the company to elect the candidate they vote for to the Board of Directors.	1. Within the procedure for assessing the Board of Directors performed in the reporting period, the Board of Directors considered the issue as to whether the number of the Board of Directors members meets the requirements of the company and the interests of shareholders.	**Complied**	Compliance kept. As part of the procedure for assessment of the Board of Directors performance in 2020, the Board of Directors analyzed the issue of adequacy of the number of Board members in terms of the Company needs and shareholders' interests.
2.4	**The Board of Directors includes an adequate number of Independent Directors.**			

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
2.4.1	A person is recognized as an Independent Director if he/she is professional enough, experienced and independent to form an own stance, capable of making objective and good faith judgments, independent of the influence exerted by the company executive bodies, individual groups of shareholders or other stakeholders. In this case it should be taken into account that, generally, a candidate (elected member of the Board of Directors) may not be considered as an independent one if he/she is related to the company, its significant shareholder, significant counterparty or competitor of the company, or if he/she is related to the state.	1. Within the reporting period all independent members of the Board of Directors met all independence criteria, specified in recommendations 102-107 of the Code, or were recognized as independent following the decision of the Board of Directors.	**Complied**	Compliance kept. For 2020, the independent members of the Board of Directors had been fully meting all independence criteria provided in the recommendations of the Corporate Governance Code and Moscow Exchange Listing Rules.
2.4.2	Compliance of the candidates for the members of the Board of Directors with independence criteria is assessed, and also compliance of the independent Board of Directors members with independence criteria is regularly analyzed. During such assessment contents should prevail over the form.	1. In the reporting period, the Board of Directors (or the Nomination Committee of the Board of Directors) formed the opinion on independence of each candidate for the Board of Directors and provided the shareholders with relevant opinion. 2. Within the reporting period the Board of Directors (or the Nomination Committee of the Board of Directors) at least once reviewed independence of the current Board of Directors members, specified by the company in the annual report as Independent Directors. 3. 3. The Company developed the procedures determining required actions of the Board of Directors member in case he/she is no longer independent, including the obligations to timely inform the Board of Directors accordingly.	**Complied**	Compliance kept. For 2020, the Board of Directors had formed its opinion on independence of each candidate to the Board of Directors and reported it to the shareholders in the documents provided for the annual General Shareholders' Meeting. The HR and Remuneration Committee evaluated the independence of the current members of the Board of Directors of PJSC Enel Russia in November 2020, having identified than the current members of the Board of Directors were independent and confirmed independence for one more member of the Board of Directors, Denis Mosolov. The company has specified the required actions of a member of the Board of Directors in case he/she loses independence (cl. 3.10 of the Rules of Procedure for Convention and Holding of Meetings of PJSC Enel Russia Board of Directors) (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html).
2.4.3	Independent Directors constitute at least one third of the elected Board of Directors members.	1. Independent Directors constitute at least one third of the Board of Directors members.	**Complied**	Compliance kept. Improvements in comparison with the previous period. Four independent directors were elected to the Board of Directors at the annual General Shareholders' Meeting in 2020. One more member of the Board of Directors was confirmed to be independent in November 2020 by the Board of Directors HR and Remuneration Committee. Pursuant to Article 16.3 of the Company's Charter, the Board of Directors is composed of 11 (eleven) persons, thus independent directors constitute about a half of the Board of Directors.
2.4.4	Independent Directors play a key role in prevention of internal conflicts at the company and performance by the company of significant corporate actions.	1. Independent Directors (having no conflict of interests) preliminary assess significant corporate actions related to a potential conflict of interests and provide the results of such assessment to the Board of Directors.	**Complied**	Compliance kept. Assistance to the Board of Directors in assessment and decision-making issues when considering major corporate actions or cases of conflict of interest is a part of the responsibilities of the Related Party Transactions Committee composed exclusively of independent directors (cl. 5.1 of the Organizational Regulation on Committees of the Board of Directors). The Related Party Transactions Committee preliminary (before examination of an issue by the Board of Directors) assesses major corporate actions and cases of conflict of interest and then provides the results of such assessment to the Board of Directors.
2.5	**The Chairman of the Board of Directors facilitates the most efficient implementation of the functions imposed on the Board of Directors.**			

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
2.5.1	The Chairman of the Board of Directors is an Independent Director or a senior Independent Director determined among selected Independent Directors, coordinating the activities of Independent Directors and cooperating with the Chairman of the Board of Directors.	1. The Chairman of the Board of Directors is an Independent Director, or a Senior Independent Director is determined among Independent Directors. 2. Role, rights and duties of the Chairman of the Board of Directors (and, if applicable, of the Senior Independent Director) are duly determined in the internal documents of the company.	**Complied**	Compliance kept. Improvements in comparison with the previous period. The Chairman of the Board of Directors had not been an independent director before April 23, 2020, so the Board of Directors appointed one of all independent directors the Senior Independent Director according to cl. 4.1 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors. The role, rights and responsibilities of the Senior Independent Director are specified in cl. 4 of the said Rules. Since April 23, 2020, an independent director has been appointed the Chairman of the Board of Directors. The role, rights and responsibilities of the Chairman of the Board of Directors are specified in cl. 2 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors.
2.5.2	The Chairman of the Board of Directors ensures efficient atmosphere for holding the meetings, free discussion of the issues included in the meeting agenda, control over fulfillment of the decisions made by the Board of Directors.	1. Efficiency of the work performed by the Chairman of the Board of Directors was assessed within the procedure for assessing efficiency of the Board of Directors in the reporting period.	**Complied**	Compliance kept. The performance of the Chairman of the Board of Directors was evaluated as part of the procedure for external evaluation of the performance of the Board of Directors in 2020.The Chairman's work was recognized as one of the main strengths of the Board of Directors.
2.5.3	The Chairman of the Board of Directors takes required measures to timely provide the members of the Board of Directors with the information required to make decisions on the agenda issues.	1. The obligation of the Chairman of the Board of Directors to take measures for a timely provision of the members of the Board of Directors with the materials on the agenda issues of the Board of Directors meeting is recorded in the company's internal documents.	**Complied**	Compliance kept. The obligation of the Chairman of the Board of Directors to take action for a timely provision of agenda materials to the meeting of the Board of Directors is established in cl. 2.4 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors of the company.
2.6	**The members of the Board of Directors act reasonably and in good faith in the interests of the company and its shareholders on the basis of adequate information with due care and diligence.**			
2.6.1	The members of the Board of Directors make decisions taking into account all available information, with no conflict of interests, taking into account equal treatment of the company shareholders within a general entrepreneurial risk.	1. The internal documents of the company set forth that the member of the Board of Directors shall notify the Board of Directors if he/she is in conflicts of interest in relation to any issue of the Board of Directors or the Directors Committee meeting agenda before commencement of the relevant agenda issue discussion. 2. The internal documents of the company provide that the member of the Board of Directors shall abstain from voting on any issue if he/she is in the conflict of interests in its relation. 3. The company has the procedure allowing the Board of Directors to receive professional advice on the issues within its competence at the company's expense.	**Complied**	Compliance kept. Clause 8.10 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors of the company stipulates an obligation of a director to notify the Board of Directors in case of his/her conflict of interest with respect to any issue on agenda before the start of discussion of that issue. Additionally, cl. 8.11 of the aforementioned Rules requires a member of the Board of Directors to abstain from voting on the agenda items, in respect to which he/she has a conflict of interest. The concept of conflict of interest is specified in the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors and in the Enel Group Corporate Governance Guidelines. Cl. 3.7 of the aforementioned Rules also stipulates a procedure which allows the Board of Directors to receive professional consulting on issues in the scope of its competence at the company's expense.
2.6.2	The rights and obligations of the Board of Directors members are clearly worded and recorded in the internal documents of the company.	1. The Company adopted and published the internal document clearly determining the rights and obligations of the Board of Directors members.	**Complied**	Compliance kept. The General Shareholders' Meeting has approved the Rules of Procedure for Convention and Holding of Meetings of PJSC Enel Russia Board of Directors specifying the rights and obligations of the members of the company Board of Directors. These Rules have been published on the Company website in the Internet (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html).
2.6.3	The Board of Directors members have enough time to perform their duties.	1. Individual rate of the Board and committees' meetings attendance, as well as the time spent on preparing for the meetings participation was taken into account within the procedure for assessing the Board of Directors in the reporting period.	**Complied**	Compliance kept. The external evaluation of the performance of the Board of Directors in 2020 includes evaluation of individual attendance of meetings of the Board and its Committees, as well as the time spent for preparation to meetings. Clause 3.9 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors of the company stipulates

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
		2. In accordance with the internal documents of the company the members of the Board of Directors shall notify the Board of Directors of their intention to become members of the management bodies at other companies (besides controlled and associated businesses of the company), as well as of such actual appointment.		the obligation of members of the Board of Directors to inform the Board of Directors about his/her intention to enter the management bodies of other companies as well as about the fact of such appointment, by submitting the relevant notification to the Chairman of the Board of Directors no later than 14 days upon the date of appointment. Prior to election to the Board of Directors, candidates shall fill their questionnaires with indication of the companies in that they are members of the management bodies.
2.6.4	All members of the Board of Directors have equal possibility to access the company documents and information. Newly elected members of the Board of Directors are provided with sufficient information about the company and the work performed by the Board of Directors as soon as possible.	1. In accordance with the internal documents of the company the members of the Board of Directors are entitled to obtain access to the documents and make enquiries concerning the company and the businesses controlled by the company, and the company executive bodies shall provide relevant information and documents. 2. The Company has a formal program of familiarization activities for the newly elected members of the Board of Directors.	**Complied**	Compliance kept. According to cl. 3.3 and 3.4 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors of the company, the members of the Board of Directors have the right to obtain access to the documents and make enquiries concerning the company and its subsidiaries, while the executive bodies shall provide the relevant information by no later than 3 (three) days upon the receipt of the relevant enquiry. The company has a system of induction activities. According to cl. 3.2 of the aforementioned Rules, Corporate Secretary submits to the Board of Directors members, those elected for the first time, the company's strategy, its existing corporate governance system, its risk management and internal control system, and the division of responsibilities among the executive bodies of the company and other essential information about the business of PJSC Enel Russia. Newly elected members of the Board of Directors are proposed to participate in meetings with the company Management.
2.7	**The meetings of the Board of Directors, preparation for these meetings and participation of the Board of Directors members in the same ensure efficient functioning of the Board of Directors.**			
2.7.1	The meetings of the Board of Directors are held when necessary taking into account the scale of activities and the tasks encountered by the company in a certain period.	1. The Board of Directors held at least six meetings in the reporting year.	**Complied**	Compliance kept. In 2020, 14 meetings of the Board of Directors were held, of which 11 were held in praesentia/in absentia form.
2.7.2	The internal documents of the company establish the procedure for preparing and holding the meetings of the Board of Directors enabling the members of the Board of Directors to duly prepare for the same.	1. The company has approved the internal document determining the procedure for preparing and holding the meetings of the Board of Directors, establishing, without limitation, that the notification of the meeting shall be made, in general, at least 5 days before its holding.	**Complied**	Compliance kept. According to cl. 7.6.1 of the Rules, the Secretary of the Board of Directors approved at the General Shareholders' Meeting, the notice on the holding of the meeting of Board of Directors is sent to each member of the Board of Directors by no later than 5 (five) business days before the date of the holding of the meeting of the Board of Directors (deadline of the receipt of voting ballots)
2.7.3	The form for holding the Board of Directors meeting is determined in view of the agenda issues importance. The most important issues are solved at meetings held in praesentia.	1. The Charter or the internal document of the company provides for that the most important issues (according to the list given in recommendation 168 of the Code) shall be reviewed at the Board meetings held in praesentia.	**Complied**	Compliance kept. This principle has been set in cl. 8.12 of the Rules of Procedure for Convention and Holding of Meetings of PJSC Enel Russia Board of Directors.
2.7.4	The most important issues of the company activities are resolved by special or ordinary resolution of all elected Board of Directors members at the Board of Directors meeting.	1. The Charter of the company provides that the most important issues specified in recommendation 170 of the Code, shall be resolved at the Board of Directors meeting by a special resolution of at least three fourth of votes or by an ordinary resolution of all elected Board of Directors members.	**Complied**	Compliance kept. Cl. 18.9 of the Company's Charter lists the most important issues decisions on which shall be approved by qualified majority of 3/4 of votes of the total votes of the Board of Directors' members. Article 18.6 of the Company's Charter sets the requirement to decision making on issues specified: - in cl. 15.2.35 by majority of 9 out of 11 votes of the Board of Directors' members; - by votes of all members of the Board of Directors for the issues referred to in cl. 15.2.36.
2.8	**The Board of Directors creates committees for preliminary consideration of the most important issues associated with the company's activities.**			

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
2.8.1	The Audit Committee comprising Independent Directors is established for preliminary consideration of the issues associated with control over the company financial and economic activities.	1. The Board of Directors formed the Audit Committee comprising Independent Directors only. 2. The internal documents of the company determine the tasks of the Audit Committee including, without limitation, the tasks set forth in recommendation 172 of the Code. 3. At least one member of the Audit Committee, who is an Independent Director, has experience and knowledge related to preparation, analysis, assessment and audit of the accounting (financial) statements. 4. The meetings of the Audit Committee were held at least once a quarter within the reporting period.	**Complied**	Compliance kept. The Company has fully complied with criterion 1 of principle 2.8.1 since June 2019. The Board of Directors have formed the Audit and Corporate Governance Committee exclusively of independent directors. The tasks of the Audit and Corporate Governance Committee are specified in cl. 2.1 of the Organizational Regulation on Committees of the Board of Directors of PJSC Enel Russia. Member of the Audit and Corporate Governance Committee V.Yu. Zarkhin has experience and knowledge in the area of preparation, analysis, assessment and audit of accounting (financial) statements. In 2020 14 meetings of the Audit and Corporate Governance Committee were held.
2.8.2	To preliminary consider the issues associated with formation of an efficient and transparent remuneration practice, the Remuneration Committee is established, comprising Independent Directors and headed by the Independent Director who is not the Chairman of the Board of Directors.	1. The Board of Directors established the Remuneration Committee comprising Independent Directors only. 2. The Chairman of the Remuneration Committee is the Independent Director who is not the Chairman of the Board of Directors. 3. The internal documents of the company determine the tasks of the Remuneration Committee including, without limitation, the tasks set forth in recommendation 180 of the Code.	**Complied**	Compliance kept. The Company has fully complied with criterion 1 of principle 2.8.2 since June 2019. The Board of Directors has formed the HR and Remuneration Committee exclusively of independent directors. Independent director Andrea Guaccero had been the Chairman of the HR and Remuneration Committee, to which the tasks of the Remuneration Committee were handed over, for whole 2020. The tasks of the HR and Remuneration Committee are specified in cl. 3.1 of the Organizational Regulation on Committees of the Board of Directors of PJSC Enel Russia.
2.8.3	To preliminary consider the issues related to HR planning (continuity planning), professional headcount and efficiency of the Board of Directors work, the Nomination Committee (appointments, staff) was established, and the majority of its members are Independent Directors.	1. 1. The Board of Directors established the Nomination Committee (or its tasks specified in recommendation 186 of the Code are implemented within another committee <4>), and the majority of its members are Independent Directors. 2. The internal documents of the company determine the tasks of the Nomination Committee (or of a relevant committee with joint functions), including, without limitation, the tasks contained in recommendation186 of the Code.	**Complied**	Compliance kept. The tasks specified in recommendation 186 of the Corporate Governance Code belong to the tasks and functions of the HR and Remuneration Committee according to the Organizational Regulation on Committees of the Board of Directors. Since June 2019, the HR and Remuneration Committee has been composed exclusively of independent directors.
2.8.4	Taking into account the scale of activities and the level of risk the company Board of Directors made sure that the composition of its committees fully meets the company business objectives. Other committees were either formed or were not recognized as necessary. (Strategy Committee, Corporate Governance Committee, Ethics Committee, Risk Management Committee, Budget Committee, Health, Safety and Environment Committee, etc.).	1. Within the reporting period the company Board of Directors considered the issue as to whether the composition of its committees meets the tasks of the Board of Directors and the company business objectives. Other committees were either formed or were not recognized as necessary.	**Complied**	Compliance kept. The Board of Directors has examined the issue of compliance of the composition of its Committees to the tasks of the Board of Directors and company's business goals as part of the issue on external evaluation of the activities of the company Board of Directors in 2020.

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
2.8.5	The composition of the committees is determined in such a way as to allow for comprehensive discussion of the preliminary considered issues taking into account various opinions.	1. The Committees of the Board of Directors are headed by Independent Directors. 2. The internal document (policies) of the Company contain provisions stating that the persons who are not the members of the Audit Committee, Committee for Nominations and Remuneration Committee may attend the Committees' meetings only if invited by the Chairman of the relevant Committee.	**Complied**	Compliance kept. All 4 Committees of the Board of Directors are headed by independent directors. Meetings of the Board of Directors Committees are attended by the members of these Committees, as well as persons invited by the Chairperson of the relevant Committee to participate in the meeting according to cl. 6.2 of the Organizational Regulation on Committees of the Board of Directors.
2.8.6	The Chairmen of the Committees regularly inform the Board of Directors and its Chairman about the work performed by their committees.	1. Within the reporting period the Chairmen of the Committees regularly reported on the Committees' work to the Board of Directors.	**Complied**	Compliance kept. In 2020 the Chairpersons of the Committees submitted reports on the activities of their Committees on a quarterly basis according to cl. 1.10 of the Organizational Regulation on Committees of the Board of Directors.
2.9	**The Board of Directors ensures that the quality of work performed by the Board of Directors, its committees and members of the Board of Directors is assessed.**			
2.9.1	Assessing the quality of the work performed by the Board of Directors is aimed at determining the level of efficiency for the work performed by the Board of Directors, committees and members of the Board of Directors, their work compliance with the company development needs, activating the work of the Board of Directors and identifying the areas for improvement.	1. Self-assessment or external assessment of the work performed by the Board of Directors carried out in the reporting period included assessment of the work performed by Committees, individual members of the Board of Directors and the Board of Directors in general. 2. The results of self-assessment or the external assessment of the Board of Directors performed within the reporting period were considered at the Board of Directors meeting held in praesentia.	**Complied**	Compliance kept. External evaluation of the performance of the Board of Directors in 2020, carried out by Stanton Chase, included performance assessment of the entire Board of Directors, individual assessment of the Board members and assessment of each specific Committee. The results of the external evaluation of the Board of Directors as of end of 2020 were examined at the in praesentia meeting of the Board of Directors in March 2021.
2.9.2	Assessment of the work performed by the Board of Directors, Committees and members of the Board of Directors is performed regularly at least once a year. An external company (advisor) is involved for independent assessment of the work quality for the Board of Directors at least once in three years.	1. An external company (advisor) was involved by the company for independent assessment of the work quality for the Board of Directors at least once within the last three reporting periods.	**Complied**	Compliance kept. For the external evaluation of the Board of Directors performance in 2020, an external company, Stanton Chase Rus Limited Liability Company, was engaged. In 2017, external evaluation of the Board of Directors performance was carried out by PricewaterhouseCoopers Limited Liability Company.
3.1	**The Company Corporate Secretary performs efficient current interaction with the shareholders, coordination of the company activities to protect the shareholders' rights and interests, supports efficient work performed by the Board of Directors.**			
3.1.1	The Corporate Secretary has knowledge, experience and qualification adequate to perform the duties imposed on him/her, has impeccable business reputation, and shareholders trust him/her.	1. The following internal document is adopted and disclosed at the company - Regulation on Corporate Secretary. 2. The Company web-site and the annual report contain the biographical information about the Corporate Secretary with the same details as for the members of the Board of Directors and the company executive management.	**Complied**	Compliance kept. The Regulation on Corporate Secretary of PJSC Enel Russia has been disclosed on the company website in the Internet. (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html). Biography of the Corporate Secretary is disclosed in the company annual report.

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3.1.2	The Corporate Secretary is independent enough of the company executive bodies and has required powers and resources to perform the tasks assigned to him/her.	1. The Board of Directors approves appointment, dismissal and additional remuneration for the Corporate Secretary.	**Partially complied**	Corporate governance principle 3.1.2 is complied by the company to the same extent. Head of Legal and Corporate Affairs has been combining her responsibilities with those of the Corporate Secretary of the company for more than 5 years. The Corporate Secretary is directly subordinated to the Board of Directors in his/her duties, is appointed to and dismissed from his/her position by a resolution of the Board of Directors in accordance with the Rules of Procedure for Convention and Holding of Meetings of Board of Directors of the company. According to cl. 2.2 of the Regulation on Corporate Secretary, the Corporate Secretary acts as the secretary of the Company Board of Directors, the Company General Shareholders Meeting, as well as the Committees of the company Board of Directors. PJSC Enel Russia believes that the combination of the duties of the Corporate Secretary and Head of Legal and Corporate Affairs does not cause conflict of interest, nor affects the performance of the Corporate Secretary. The Board of Directors evaluates performance of the Corporate Secretary as part of the procedures for assessment of their performance on a yearly basis. During the independent external evaluation of the Board of Directors in 2020, Stanton Chase pointed out that the work of Corporate Secretary Zhanna Sedova is one of the main strengths of the Board of Directors. Both the Directors survey and the individual interviews showed that the Corporate Secretary function is effective, and there is little room for improvement. The Members of the Board of Directors have been always valuing the work done by the Corporate Secretary high, giving her 3,68 points (out of 4), as part of the procedure of external assessment of the performance of the Board of Directors for year 2020, while evaluating the Corporate Secretary's performance at 4.6 points for 2018 and 2019 (out of 5) within the self-evaluation procedure. In 2020 the Corporate Secretary of PJSC Enel Russia Zhanna Sedova was ranked among "25 Best Directors of Corporate Governance/Corporate Secretaries" of the Annual National award "Director of the Year" organized by the Association of Independent Directors and the Russian Union of Industrialists and Entrepreneurs. At this moment, the company does not plan to appoint another person as the Corporate Secretary.
4.1	**The level of remuneration payable by the company is sufficient for involvement, motivation and retention of the persons having the competence and qualification required by the company. Remuneration to the members of the Board of Directors, executive bodies and other key managers of the company is paid in accordance with the Remuneration Policy adopted at the company.**			
4.1.1	The level of remuneration payable by the company to the members of the Board of Directors, executive bodies and other key managers creates adequate motivation for their efficient work allowing the company to involve and retain competent and qualified specialists. The Company avoids the level of remuneration greater than required, as well as unreasonably high discrepancy between the remuneration level of the foregoing persons and the company employees.	1. The company adopted the internal document (documents) - the policy (policies) on remuneration of the Board of Directors members, executive bodies and other key managers, clearly determining approaches towards remuneration for the foregoing persons.	**Complied**	Compliance kept. The approaches to remuneration of the members of the Board of Directors/Committees of the Board of Directors are specified in the Regulation on Payment of Remuneration and Compensations to Members of Board of Directors and Board of Directors' Committees of PJSC Enel Russia. Remuneration of the key managers is governed by the Policy on remuneration and reimbursement of expenses (compensations) of the members of the executive bodies and other key managers of PJSC Enel Russia. Both documents are available in the Internet on the company website (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html).
4.1.2	The Company Remuneration Policy is developed by the Remuneration Committee and approved by the company Board of Directors. The Board of Directors supported by the Remuneration Committee ensures control over implementation of the Remuneration Policy at the company, and if required - reviews and adjusts the same.	1. Within the reporting period the Remuneration Committee reviewed the Remuneration Policy (Policies) and the practice of its (their) implementation, and provided relevant recommendations to the Board of Directors, if required.	**Complied**	Compliance kept. In 2020, the HR and Remuneration Committee examined the Policy on remuneration and reimbursement of expenses (compensations) of the Members of the Executive Bodies and other key managers of PJSC Enel Russia and recommended the Company Board of Directors to approve its new version. The Policy for remuneration of the members of the Board of Directors and Board of Directors Committees was reviewed as part of the issue on the results of performance evaluation of the Company Board of Directors in 2020 year.

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4.1.3	The Company Remuneration Policy contains transparent mechanisms for determining the amount of remuneration to the Board of Directors members, executive bodies and other key managers of the company, and also governs all types of payments, benefits and privileges provided to the foregoing persons.	1. The Company Remuneration Policy (Policies) contains (contain) transparent mechanisms for determining the amount of remuneration to the Board of Directors members, executive bodies and other key managers of the company, and also governs (govern) all types of payments, benefits and privileges provided to the foregoing persons.	**Complied**	Compliance kept. The internal documents of PJSC Enel Russia such as the Regulation on payment of remuneration and compensations to members of Board of Directors and Board of Directors' Committees of PJSC Enel Russia and the Policy on remuneration and reimbursement of expenses (compensations) of the members of the Executive Bodies and other key managers provide transparent mechanisms for determination of a remuneration amount paid to the members of the Board of Directors, executive bodies and other key managers of the company, as well as establish all types of payments, benefits and privileges they can get access to.
4.1.4	The Company determines the Policy on Reimbursement for Expenses (Compensations) specifying the list of expenses to be reimbursed for, and the level of service that can be claimed by the Board of Directors members, executive bodies and other key managers of the company. This Policy may be a component of the company Remuneration Policy.	1. The Remuneration Policy (Policies) or other internal documents of the company determine the rules for reimbursement for the expenses of the Board of Directors members, executive bodies and other key managers of the company.	**Complied**	Compliance kept. The Regulation on payment of remuneration and compensations to members of Board of Directors and Board of Directors' Committees of PJSC Enel Russia and the Policy on remuneration and reimbursement of expenses (compensations) of the members of the Executive Bodies and other key managers have established the rules for reimbursement of expenses of the members of the Board of Directors/Committees, executive bodies and other key managers of PJSC Enel Russia. Such eligible expenses are listed in the company's internal documents mentioned above.
4.2	**The system of remuneration to the members of the Board of Directors ensures convergence of the Directors' financial interests and long-term financial interests of shareholders.**			
4.2.1	The Company pays fixed annual remuneration to the Board of Directors members. The Company does not pay remuneration for participation in individual meetings of the Board or the Board of Directors Committees. The Company does not apply short-term motivation and additional financial incentives in relation to the Board of Directors members.	1. Fixed annual remuneration was the only monetary form of remuneration to the Board of Directors members for working at the Board of Directors within the reporting period.	**Complied**	Compliance kept. According to cl. 4.1 of the Regulation on payment of remuneration and compensations to members of Board of Directors and Board of Directors' Committees of PJSC Enel Russia, the members of the Board of Directors/Committees are paid only a fixed remuneration.
4.2.2	Long-term ownership of the company shares facilitates convergence of the Board of Directors' members financial interests with long-term interests of the shareholders to the maximum extent. The Company does not make the rights to sell shares contingent upon achievement of certain performance indicators, and the Board of Directors members do not participate in option programs.	1. If the internal document (documents) - the company Remuneration Policy (Policies) provide for provision of the company shares to the Board of Directors members, clear rules for share owning by the Board of Directors members shall be provided for and disclosed aimed at encouraging long-term ownership of such shares.	**Not applicable**	Cl. 4.2.2 is still not applicable. The Company does not have an Option Program for provision of shares to the members of the Board of Directors.
4.2.3	The Company does not provide for any additional payments or compensations in case or early terminating the powers of the Board of Directors members due to transfer of control over the company or due to other circumstances.	1. The Company does not provide for any additional payments or compensations in case or early terminating the powers of the Board of Directors members due to transfer of control over the company or due to other circumstances.	**Complied**	Compliance kept. No additional compensations or severance packages are provided to the members of the Board of Directors in case of early termination of their service, transfer of control of the Company or other circumstances.
4.3	**The system for remunerating the executive bodies' members and other key managers of the company provides for dependence of remuneration on the result of the company work and their personal contribution to this result achievement.**			
4.3.1	Remuneration to the executive bodies' members and other key managers of the company is determined so as to ensure reasonable and substantiated ratio of the fixed remuneration part and	1. Within the reporting period, the annual performance indicators approved by the Board of Directors were used when determining the amount of variable remuneration to the executive bodies' members and other key managers of	**Complied**	Compliance kept. The Company has short-term and long-term incentive programs for the members of the executive bodies and other key managers, approved by the Board of Directors. The HR and Remuneration Committee has identified key performance indicators for each key manager for 2020, while the Board of Directors has approved key performance indicators as the main

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	variable remuneration part, dependent on the company work results and personal (individual) contribution of the employee to the final result.	the company. 2. During the last undertaken assessment of the system of remunerations of the members of executive bodies and other key managers of the company, the Board of Directors (Remuneration Committee) made sure that the company applied efficient ratio of fixed and variable parts of remuneration. 3. The Company provides for the procedure ensuring return to the company of bonus payments wrongfully received by the members of the executive bodies and other key managers of the company		element of the remuneration system. The HR and Remuneration Committee has examined the system of remuneration of the members of the executive bodies and other key managers as part of preparation of amendments to the Policy on remuneration and reimbursement of expenses (compensations) of the members of the executive bodies and other key managers of PJSC Enel Russia and kept the ratio between the fixed and variable parts of remuneration, previously found efficient by the Board of Directors, unchanged. The results under the short-term incentive program are evaluated as part of annual work results, while the results of the short-term incentive program are evaluated on the basis of reaching targets set for a three-year period. Subclauses 4.6.5 and 4.6.6 of the Policy on remuneration and reimbursement of expenses (compensations) of the members of the executive bodies and other key managers of PJSC Enel Russia stipulate a procedure for paying back bonuses wrongfully received by the members of the executive bodies or other key managers of the Company.
4.3.2	The Company implemented the program for long-term incentives for the members of the executive bodies and other key managers of the company using the company shares (options or other derivatives should the company shares be the underlying asset for them).	1. The Company implemented the program for long-term incentives for the members of the executive bodies and other key managers of the company using the company shares (financial instruments based on the company shares). 2. The program for long-term incentives for the members of the executive bodies and other key managers of the company provides that the right to sell the shares and other financial instruments used in this program arises not earlier than in three years upon their provision. Moreover, the right to sell them is conditional on achievement of certain Company performance indicators.	**Complied**	Compliance kept. Improvements in comparison with the previous period. In July 2020, the Board of Directors approved the Long-Term Incentive Plan at PJSC Enel Russia for 2020-2022 in which the members of the executive bodies and other key managers participate. A provision for payment of a part of the bonus with Company's shares was introduced into the said Plan. The Long-Term Incentive Plan stipulates payment of an actual bonus amount as two-component remuneration, receiving shares and monetary payment, with the total amount varying depending on the extent of achievement of the targets set for a three-year period under the said Plan.
4.3.3	The amount of compensation (golden parachute) payable by the company in case of early terminating the powers of the executive bodies members or other key managers on the Company's initiative and if no bad faith actions are performed by them does not exceed the double amount of the annual remuneration fixed part.	1. The amount of compensation (golden parachute) payable by the company in case of early terminating the powers of the executive bodies members or other key managers on the company's initiative and if no bad faith actions are performed by them did not exceed the double amount of the annual remuneration fixed part in the reporting period.	**Complied**	Compliance kept. The amount of compensation paid by the company in case of early termination of powers of the members of the executive bodies or other key managers upon the company's decision shall not exceed the doubled amount of the fixed part of the annual remuneration.
5.1	**The Company established an efficiently functioning system of risk management and internal control aimed at ensuring reasonable confidence in achieving the objectives set for the company.**			
5.1.1	The Company Board of Directors determined principles and approaches towards organization of the risk management and internal control system at the company.	1. The functions of various management bodies and the company units in the risk management and internal control system are clearly determined in the internal documents / relevant Company's policy approved by the Board of Directors.	**Complied**	Compliance kept. The company has the Policy for Risk Management and Internal Control, approved by the Board of Directors, which clearly defines the risk management system, as well as the functions of the units and governing bodies of the company in the risk management system.
5.1.2	The Company executive bodies ensure establishment and support of the efficient system for risk management and internal control functioning at the company.	1. The Company executive bodies ensured distribution of functions and powers in relation to risk management and internal control among the managers (heads) of units and departments that report to them.	**Complied**	Compliance kept. For risk management purpose, a three-step system incorporating the Company units, Risk Control Group of Administration, Finance and Control, General Director's Risk Committee and Internal Audit Department. The Risk Control Group coordinates activities of organization units in risk identification and assessment, as well as in development of risk management actions, ensures updating of the Policy for Risk Management and Internal Control, develops and spreads risk culture.

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5.1.3	The risk management and internal control system at the company ensures objective, fair and clear idea about the company's current state and prospects, integrity and transparency of the company's reports, reasonableness and acceptability of the risks taken by the company.	1. The company approved the Zero Tolerance to Corruption Policy. 2. The company organized an easy method for reporting to the Board of Directors or the Board of Directors' Audit Committee on actual violations of the laws, internal procedures, the company's Code of Ethics.	**Complied**	Compliance kept. The company has adopted an anti-corruption management system according to the requirements of international standard ISO 37001. In 2020 the Board of Directors approved the Anti-Corruption Policy and Anti-Corruption Management System Guideline. The Code of Ethics and Zero Tolerance to Corruption Plan had been approved earlier. Additionally, the Anti-Corruption Committee has been created and works on a permanent basis. All company employees have been familiarized with the available ways of reporting cases of violation of the law and internal procedures.
5.1.4	The company Board of Directors takes required measures to ensure that the risk management and internal control system effective at the company complies with the principles and approaches towards its organization, determined by the Board of Directors, and that it is efficiently functioning.	1. Within the reporting period the Board of Directors or the Board of Directors' Audit Committee assessed the efficiency of the company's risk management and internal control system. The information about the main results of such assessment are included in the company's annual report.	**Complied**	Compliance kept. In 2020, the Board of Directors examined the risk management and internal control system of PJSC Enel Russia and found it efficient during 2020 subject to further improvement in the area of renewables project implementation. The information of the result of that assessment has been included into the company annual report for 2020.
5.2	**Internal audit performance is organized for systematic independent assessment of the risks management and internal control system reliability and efficiency and the company corporate governance practice.**			
5.2.1	The company established a separate organization unit or involved an independent external company for internal audit. The functional and administrative accountability of the internal audit unit are divided. The internal audit functional unit reports to the Board of Directors.	1. The company established a separate internal audit organization unit functionally reporting to the Board of Directors or the Audit Committee or involved an independent external company under the same accountability principle.	**Complied**	Compliance kept. PJSC Enel Russia has created the Internal Audit Department acting on the basis of the Regulation of Internal Audit Department. The department shall functionally report to the Board of Directors and administratively to the General Director. The Head of Internal Audit shall be appointed and dismissed by the General Director under the decision of the Company's Board of Directors.
5.2.2	The internal audit unit assesses the efficiency of the internal control system, efficiency of the risk management system, as well as of the corporate management system. The Company employs generally accepted business principles in the internal audit sphere.	1. Within the reporting period, the internal control and risk management system efficiency was assessed within the scope of the internal audit. 2. The Company employs generally accepted internal control and risk management principles.	**Complied**	Compliance kept. The Internal Audit Department has carried out a number of audits during current year, including performance audit of the internal control and risk management system. The Internal Audit Department of PJSC Enel Russia adheres to the rules related to the occupation of an internal Auditor, specified by the Russian Institute of Internal Auditors and ensuring a unified approach to audits.
6.1	**The Company and its activities are transparent for shareholders, investors and other stakeholders.**			
6.1.1	The Company has developed and implements an information policy which ensures effective and informative interaction among the Company, shareholders, investors and stakeholders.	1. The Company Board of Directors approved the company Information Policy developed taking into account the recommendations of the Code. 2. The Board of Directors (or one of its committees) considered the issues related to compliance by the company with its Information Policy at least once within the reporting period.	**Complied**	Compliance kept. Improvements in comparison with the previous period. In 2020 the Board of Directors approved the new version of the Regulation on the Information Policy of Public Joint Stock Company Enel Russia and examined the data related to compliance of PJSC Enel Russia with the said Policy. The Information Policy is fully compliant with the recommendations of the Corporate Governance Code. In the new version of the Regulation on the Information Policy, the list of data voluntarily disclosed by the Company is supplemented with the information on voting results for all decisions of the Board of Directors without name indications. Resolution of issues requiring mandatory disclosure are still disclosed in full, including voting results and the resolution text.

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
6.1.2	The Company discloses the information about the corporate governance system and practice including detailed information about compliance with the Code principles and recommendations.	1. The Company discloses the information about the company's corporate governance system and general corporate governance principles used at the company including on the company's website. 2. The Company discloses the information on the composition of the executive bodies and the Board of Directors, independence of the Board members and their membership in the Board of Directors Committees (in accordance with the definitions of the Code). 3. If there is an entity controlling the company, the company publishes the memo of the controlling entity regarding the plans of such entity concerning the company's corporate governance.	**Complied**	Compliance kept. PJSC Enel Russia discloses the information on the system and general principles of corporate governance in the Internet on its website (https://www.enelrussia.ru/en/investors/a201612-governance-system-0.html). The Company also discloses the information on its governing bodies and its composition, including brief biographical data of the members of the governing bodies, information on independence of the members of the Board of Directors and their membership in the Board Committees as part of its quarterly and annual reports. The Enel Group Corporate Governance Guidelines are published on the Company website (https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html). PJSC Enel Russia views the said Guidelines as a memorandum of a controlling party, stipulated by the Corporate Governance Code, with respect to its plans related to corporate governance in the Company.
6.2	**The company timely discloses complete, updated and reliable company information to allow for reasonable decisions to be taken by the company shareholders and investors.**			
6.2.1	The company discloses the information in accordance with the principles of frequency, sequence, efficiency, as well as availability, reliability, completeness and the possibility to compare the disclosed data.	1. The company's Information Policy determines the approaches and criteria for defining the information capable of significantly affecting the company's assessment and the cost of its securities and procedures ensuring timely disclosure of such information. 2. If the company's securities are circulated at the foreign regulated markets, the significant information is disclosed in a simultaneous and equivalent manner in the Russian Federation and at such markets within the reporting year. 3. If foreign shareholders own a significant number of the company's shares, the information was disclosed not only in Russian, but also in one of the most common languages within the reporting period.	**Complied**	Compliance kept. Cl. 3.5.21 of the Regulation on the Information Policy of PJSC Enel Russia has specified criteria for recognition of information affecting the value of company's securities by the Company. The company does not disclose the significant information on foreign organized markets. The shares and stock exchange bonds of PJSC Enel Russia are traded only at the Moscow Exchange, while its depositary receipts are circulated on the over-the-counter securities market. The company discloses most of the information on its website in the Internet not only in Russian, but in English as well, as a significant portion of the shares of PJSC Enel Russia belongs to foreign shareholders.
6.2.2	The company avoids a perfunctory approach during the information disclosure and discloses significant information about its activities even if such information disclosure is not provided for in the laws.	1. Within the reporting period the company disclosed the annual and semi-annual financial statements drawn up according to the IFRS standards. The company's annual report for the reporting period includes the annual financial statements drawn up according to the IFRS standards with the auditor's opinion. 2. The company discloses complete information about the company's capital structure in accordance with Recommendation 290 of the Code in the annual report and at the company's website.	**Complied**	Compliance kept. Based on the Regulation on the Information Policy of PJSC Enel Russia, the company undertakes to disclose the information on its activities on a voluntary basis, in addition to disclosure of the information stipulated by the law. According to cl. 3.5.6 of the Regulation on the Information Policy of PJSC Enel Russia, in 2020 the Company disclosed annual and semiannual financial statements drawn up in compliance with the IFRS standards (https://www.enelrussia.ru/en/investors/a201612-financial-reporting-0.html). In addition, the Company discloses the information on the structure of its share capital in the annual report and on its website: https://www.enelrussia.ru/en/investors/a201612-shareholding-structure-.html.

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
6.2.3	The annual report being one of the most important tools for information cooperation with shareholders and other stakeholders contains the information allowing for assessment of the company's business results for a year.	1. The company's annual report contains the information about key aspects of the company's operational activities and its financial results. 2. The company's annual report contains the information about environmental and social aspects of the company's activities.	**Complied**	Compliance kept. The annual report of PJSC Enel Russia is drawn up with taking into account the recommendations set forth in the Corporate Governance Code and contains the information on the key aspects of company's operating activities, its financial results and sustainability.
6.3	**The Company provides the information and documents at the shareholders' requests in accordance with the principles of equal and easy access.**			
6.3.1	The Company provides information and documents at request of shareholders in accordance with equal and easy access principles.	1. The company's information policy determines an easy procedure for provision of shareholders with access to the information including on the legal entities controlled by the company at the shareholders' request.	**Complied**	Compliance kept. The company is guided by the applicable law in providing its shareholders access to its documents and information and seeks to avoid unwanted difficulties for them. Clause 7 of the Regulation on the Information Policy of PJSC Enel Russia specifies a procedure for provision of company's documents and information on the legal entities under its control.
6.3.2	When the company provides the information to shareholders, it ensures reasonable balance between the interests of certain shareholders and the interests of the company itself interested in keeping in confidence the important commercial information that may significantly affect is competitiveness.	1. Within the reporting period the company did not refuse to satisfy the requests of the shareholders for provision of the information or such refusals were reasoned. 2. In the cases determined in the company's Information Policy, the shareholders are warned of the information confidential nature and they assume the obligation to keep it in confidence.	**Complied**	Compliance kept. The shareholders are notified on confidential nature of the information and gain access to it after signing of a nondisclosure agreement with the company (confidentiality agreement) which is available on the website of PJSC Enel Russia: https://www.enelrussia.ru/en/investors/a201612-basic-documents-.html.
7.1	**Actions significantly affecting or that may affect the structure of the stock capital and the company's financial state and, therefore, the shareholders' state (significant corporate actions) are performed on equitable conditions ensuring observance of the shareholders and other stakeholders' rights and interests.**			
7.1.1	The following actions are recognized as significant corporate actions: the company reorganization, procurement of 30 and more per cent of the company's voting shares (acquisition), major transactions consummation by the company, increase or reduction in the company authorized capital, the company shares listing or delisting, as well as other actions that may lead to significant changes in the rights of shareholders or violation of their interests. The company's Charter determine the list (criteria) of transactions and other actions, constituting significant corporate actions, whose review falls within the competence of the company Board of Directors	1. The company's Charter determine the list of transactions or other actions that are significant corporate actions and the criteria for their determination. Decisions making in relation to significant corporate actions falls within the competence of the Board of Directors. When performance of these corporate actions directly falls within the General Shareholders' Meeting competence under the laws, the Board of Directors provides shareholders with relevant recommendations. 2. The Charter of the company describes at least the following actions as significant corporate actions: reorganization of the company, procurement of 30 and more per cent of the company's voting shares (acquisition), major transactions consummation by the company, increase or reduction in the company authorized capital, the company shares listing or delisting.	**Complied**	Compliance kept. The company's Charter specifies criteria for the transactions that are significant corporate actions and list such transactions (Article 25). The Board of Directors makes decisions with regard to the significant corporate actions. When such corporate actions lie within the competence of the General Shareholders' Meeting, the Board of Directors provides relevant recommendations to the shareholders. The Charter of the company refers to the following operations as significant corporate actions: reorganization of the company, acquisition of 30% and more of the company's voting shares, company's material transactions, increase or reduction in the charter capital of the company, company shares listing or delisting.
7.1.2	The Board of Directors plays a key role in decision making or elaborating the recommendations in relation to significant corporate actions, the Board of Directors relies on the position of the company Independent Directors.	1. The company provides for the procedure setting forth that the Independent Directors shall announce their stance on significant corporate actions before their approval.	**Complied**	Compliance kept. Review of significant corporate actions and assistance to the Board of Directors in relevant decision-making lie in the competence of the Related Party Transactions Committee that have been fully composed of independent directors since 2019.

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
7.1.3	When significant corporate actions are performed affecting the rights and legitimate interests of the shareholders, equal conditions for all the company shareholders are ensured, and if there are not enough mechanisms aimed at protecting the shareholders' rights provided for in the laws, additional measures are ensured protecting the rights and legitimate interests of the company shareholders. The Company relies not only on compliance with formal legal requirements, but also on the corporate management principles set forth in the Code.	1. Taking into account specific business features, the company's Charter establish minimum criteria for referring the company's actions to significant corporate actions that are lower than that set forth in the laws. 2. Within the reporting period, all significant corporate actions were subjected to the approval procedure before their consummation.	**Complied**	Compliance kept. The Board of Directors reviews all significant corporate issues in accordance with the procedure established by company's internal documents. The company's Charter provides thresholds for evaluation of some transactions by the Board of Directors that are lower than ones stipulated by the law. In 2020, all actions which were considered significant corporate actions according to the Corporate Governance Code were preliminary approved by the Board of Directors before their execution.
7.2	**The Company ensures such procedure for the corporate actions performance that allows timely obtain complete information on such actions, ensures the possibility for the shareholders to influence such actions and guarantees compliance and adequate level of their rights protection in the course of such actions.**			
7.2.1	The information about consummation of significant corporate actions is disclosed explaining the reasons, conditions and consequences of such actions consummation.	1. Within the reporting period the company disclosed the information about the company significant corporate actions in a timely and detailed manner, including the grounds and terms for such actions performance.	**Complied**	Compliance kept. Being a public company, PJSC Enel Russia disclosed in 2020 the maximum scope of the information on all corporate actions, including their grounds and execution periods.
7.2.2	The rules and procedures related to significant corporate actions performance by the company are registered in the company internal documents.	1. The company internal documents provide for the procedure for involving and independent appraiser to determine the cost of the property disposed of or procured under a major transaction or a related- party transaction.	**Partially complied**	Criterion 1 of principle 7.2.2 is complied to the previous extent. The company's Board of Directors has adopted the Basic Principles for approval of related party transactions according to definitions stipulating the need to identify a fair market price for property to be acquired or alienated under a related party transaction, on the grounds of tender results, market price analysis or engagement of an independent appraiser. In addition, the Board of Directors of the company approved the Enel Group Corporate Governance Guidelines. These Guidelines set the general principles and procedures for committing intercompany and other related party transactions. The company does not have an internal document providing the procedure of engagement of an independent appraiser in order to define the cost of property to be acquired or alienated under a major transaction, as the company does not commit major transactions outside its general economic activities on a regular basis. In 2019, the company committed a major transaction for the sale of the property of Reftinskaya GRES. The company engaged an independent appraiser on the basis of the results of a competitive selection among the qualified participants of the appraisal market. The candidacy of the independent appraisal was approved by the Board of Directors in accordance with the law of the Russian Federation and the company's Charter. The company does not plan to approve in 2021 an internal document providing the procedure of engagement of an independent appraiser in order to define the cost of property to be acquired or alienated under a major transaction, however, the company does not rule out possible development and adoption of such document in future.
		2. The company internal documents provide for the procedure for involving and independent appraiser to assess the cost of the company shares procurement and buyout.	Partially complied	Criterion 2 of principle 7.2.2 is complied to the previous extent. The internal documents of the company do not provide a procedure of engagement of an independent appraiser in order to define the cost of acquisition and redeeming of its own shares, as the company is not engaged in acquisition and redeeming of shares on a regular basis. For the period of 2018-2020, such transactions had not been committed. Taking into account the fact that the shares of PJSC Enel Russia are listed on the stock exchange and have adequate liquidity, the company always has credible information on the value of its shares, so there is no need to engage an independent appraiser. However, the company does not rule out possible development and adoption of such document in future.
		3. The internal documents of the company provide for an expanded list of grounds for the members of the company Board of Directors and other	Not complied	Criterion 3 of principle 7.2.2 is still not complied The company's internal documents do not stipulate an extended scope of grounds on which the members of the Board of Directors or other parties mentioned in the law can be

No.	Corporate governance principles	Appraisal criteria for compliance with the corporate governance principle	Corporate governance principle compliance status	Comments and explanations
		persons provided for in the laws to be recognized as interested in the company transactions.		considered related parties in company's transactions. The company is guided in its activity by the provisions of Article 83 of Federal Law "On Joint Stock Companies" providing an exhaustive list of grounds on which the members of the Board of Directors can be considered related parties in transactions and are not allowed to vote on approval of such transactions. The company may enter into related party transactions with companies belonging to the group of the controlling shareholder who nominates the majority of the dependent members of the Board of Directors possessing the right to vote on approval of such transactions according to Article 83 of Federal Law "On Joint Stock Companies". Clause 8.10 of the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors of the Company stipulates an obligation of a director to notify the Board of Directors in case of his/her conflict of interest with respect to any item on agenda before the start of discussion of that item, while cl. 8.11 of the aforementioned Rules requires a member of the Board of Directors to abstain from voting on the agenda items, in respect to which he/she has a conflict of interest. The concept of conflict of interest is specified in the Rules of Procedure for Convention and Holding of Meetings of the Board of Directors and in the Enel Group Corporate Governance Guidelines approved by the Board of Directors of the Company. PJSC Enel Russia relies on good faith and objectivity of each member of the Board of Directors with respect to approval of related party transactions and renders related decision making to their personal responsibility. According to the Company's analysis of the results of voting on related party transactions in 2020, out of 16 transactions, 12 ones were approved by unanimous vote of all members of the Board of Directors, 3 transactions were approved by a majority of 10 votes with one vote against approval, and one transaction was approved by a majority of 10 votes with one abstainer. At the same time, only 4 directors out of 11 members of the Board of Directors of the company are considered dependent on the company's controlling entity. In addition, according to Federal Law "On Joint Stock Companies", PJSC Enel Russia mandatorily provides to all persons who have the right to participate in the General Shareholders' Meeting the report on related party transactions committed in the reporting year, on the basis of which the shareholders can make conclusions on the amounts and conditions of these transactions. PJSC Enel Russia does not consider extension of the list of the reasons for considering members of the Board of Directors or other persons as related parties rational in the short term, however, the Company does not rule out extension of the list of reasons in future.

Annex 4. Information on specific transaction performed by the company and its controlled entities that are of significant importance to the company in 2020

Information about the related party transactions closed by the Company

Additional agreement to the Agency Agreement
Significant terms and conditions
Parties of the Additional Agreement: Principal - PJSC Enel Russia, Agent (Service provider) - Enel Italia S.r.l.
Amount of the Additional Agreement: Shall not exceed 206 000,00 EUR excluding VAT.
Total amount of the Agency Agreement: Shall not exceed 696 ,000,00 EUR VAT excluded.
Duration of the Additional Agreement: The Additional Agreement shall become effective upon its signature and shall remain in effect until the Parties fulfill their obligations.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 1/20 , dd 07.02.2020.

Agency agreement
Significant terms and conditions
Parties to the Agency Agreement: Principal - PJSC Enel Russia; Agent (Service provider) - Enel Italia S.r.l.
Subject of the Agency Agreement: The services are rendered in respect of the personnel of the Principal which temporarily resides in Italy under secondment agreements and the personnel of the Principal which has Italian citizenship and resides in the Russian Federation and works for the Principal.

The Agent acts on the territory of Italy at the expense and on behalf of the Principal for the provision of the following services in accordance with the current Italian law:
- assistance in payment of mandatory social insurance to the government authorities of Italy (INPS - National Institution of Social Insurance and INAIL - National Institution of Industrial Accidents Insurance) in accordance with the laws of Italy;
- assistance in maintaining accounts and submission of reports on mandatory social insurance;
- advisory services and services on preparation of reports on income tax.
Amount of the Agency Agreement: Shall not exceed 70,000.00 EUR VAT excluded.
Terms of services: From January 01, 2020 till December 31, 2022.
Duration of the Agency Agreement: The Agency Agreement shall become effective upon its signature and shall remain in effect till 31.12.2022, but in terms of settlement will be valid until the Parties fulfill their obligations. The Agreement shall apply to the relations between the Parties starting from January 01, 2020.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 1/20 , dd 07.02.2020.

Car sale and purchase agreement
Significant terms and conditions
Parties of the Agreement: PJSC Enel Russia – Seller; LLC Enel Rus Wind Kola – Buyer.
Subject of the Agreement: The Seller shall sell in favour of the Buyer the following transportation vehicle: JEEP GRAND CHEROKEE OVERLAND, year of manufacture – 2014, which shall be used as a corporate transport for Murmansk office.
Price of the Agreement: 1,736,000.00 rubles, VAT included.
The Agreement duration: From the moment of signing the Agreement until full execution of the obligations by the Parties.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 1/20 , dd 07.02.2020.

Additional agreement to special purpose loan agreement
Significant terms and conditions
Parties of the Additional Agreement: PJSC Enel Russia – the Lender; LLC Enel Rus Wind Kola – the Borrower.
Subject of the Additional Agreement: Increase of the loan amount provided by the Lender to the Borrower by 1,619,000,000 rubles.
Other terms and conditions of the special purpose loan agreement remain unchanged[44].
Person interested in the performed transaction: Enel S.p.A.
The basis (grounds) on which (according to which) a person is recognized as a related party in the transaction: Enel S.p.A. is the controlling person of legal entities that are parties to the transaction: PJSC Enel Russia and LLC Enel Rus Wind Kola.
Related party's interest in the authorized (joint-stock) capital (shares held by the related party) of PJSC Enel Russia: 56.43%. Related party's interest in the authorized (joint-stock) capital of LLC Enel Rus Wind Kola: 0%, the share of PJSC Enel Russia in the authorized capital of LLC Enel Rus Wind Kola 100%.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Annual General Shareholders' Meeting of PJSC Enel Russia, Minutes № 1/18, dd 04.06.2018.

Agreement for the provision of services
Significant terms and conditions
Parties of the Agreement: Enel Global Thermal Generation S.r.l. and PJSC Enel Russia
Subject of the Agreement: Enel Global Thermal Generation S.r.l. based on its own experience and tangible assets, technical means and human resources, shall continuatively perform in favour and for the benefit of PJSC Enel Russia the provision of the following type of services:
Health, Safety, Environment and Quality, Technical Support, Operations & Maintenance, Human Resources and Organization, Planning and Control, Business Development, Legal Affairs, Innovation,
and PJSC Enel Russia shall undertake to pay Enel Global Thermal Generation S.r.l. for the above mentioned services in line with the agreement.
Period of services: January 1, 2020 – December 31, 2020.
The agreement price: The price shall not exceed EUR 3,900,000 VAT excluded. A 10% of flexibility in the price estimation is considered in case there is a documented evidence of additional services needed by PJSC Enel Russia.
Duration of the Agreement: The agreement shall come into force after its signature and shall be valid until full performance of the Parties' obligations.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № № 9/18 dd. 27.07.2018
Non-residential Property Lease Agreement
Significant terms and conditions

[44] Information on terms and conditions of the loan agreement can be found in the Company's Annual Report for Y2019, in the Appendix "Information about the most material transactions and related party transactions closed by the Company in 2019", available at https://www.enelrussia.ru

Parties of the Agreement: PJSC Enel Russia – Lessor; LLC Reftinskaya GRES – Lessee.
Leasable area: will not exceed 16.5 sq.m.
Subject of the Agreement: Lessor is obliged to provide Lessee with non-residential property located at following address: 171252, Tver' Region, municipal settlement of Konakovo town, Konakovo, Promyshlennaya street, bld. 12, 1st floor, office 108.
Lease payment: The monthly lease rate per 1 square meter of the leased area is 49 rubles 09 kopeck, VAT excluded.
A monthly lease payment: will not exceed 809 rubles 95 kopeck, VAT excluded.
Total price of the Agreement will not exceed 8,909 rubles 45 kopeck, VAT excluded.
Lease term: from October 1, 2020 to August 31,2021 with the possibility of extension on the same terms and conditions.
Agreement validity period The Agreement is valid since the moment of signing till the full completion of obligations by both Parties. The Agreement is applied to the relations established between Parties starting from October 1, 2020.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: the approval decision has not been taken.

Contract for the provision of IT services
Significant terms and conditions
Parties of the Contract: Enel Global Thermal Generation S.r.l. - Provider, PJSC Enel Russia - the Client.
Subject of the Contract: The Provider shall render following ICT services for the Client during 2020:

- Operation services of Data Center and Telecommunication;
- Development for Global SAP system;
- Corrective maintenance for Global SAP system;
- Global SAP technical support;
- Development for GoSign system;
- Cyber Security services for the Enel Global Information systems;
- OSI Soft technical support;
- Development and corrective maintenance for HSEQ system;
- Corrective maintenance for Digital Waste system;
- Development and corrective maintenance for DGWORLD system.

Value cap of the Contract will not exceed 2,442,659 (Euro VAT excluded.
Period of the Contract: 01.01.2020 – 31.12.2020.
Price of the Contract services: Value of one or more contract items, which are indicated above may be insignificantly change (not more than 5%), but the total contract amount will not be exceeded.
Value of the activities included in DGWORLD system, may be change, but the total amount of DGWORLD system will not be exceeded.
Term of the Contract: The Contract will enter into force on signing by the Parties and shall be valid until complete performance of the Parties' obligations. It shall be applicable to the relations of the Parties starting from 01.01.2020.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 7/20 , dd 28.05.2020.

Contract for the provision of IT services
Significant terms and conditions
Parties of the Contract: Enel S.p.A. - Provider, PJSC Enel Russia - Client.
Subject of the Contract: The Provider shall render following ICT services for the Client during 2020:

- Development for SAP WISE ERP system;
- Development for SAP HR Global system;
- Development for EfDMS system;
- Corrective maintenance for Service Now system;
- Corrective maintenance for Data protection;
- Development for Sturnis system;
- Development and corrective maintenance for Suite Ufficio Legale system;
- Digital Enabler services.

Value cap of the Contract will not exceed 850,219 Euro VAT excluded.
Period of the Contract: 01.01.2020 – 31.12.2020.
Price of the Contract services: Value of one or more contract items, which are indicated above may be insignificantly change (not more than 5%), but the total contract amount will not be exceeded.
Term of the Contract: The Contract will enter into force on signing by the Parties and shall be valid until complete performance of the Parties' obligations. It shall be applicable to the relations of the Parties starting from 01.01.2020.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 7/20 , dd 28.05.2020.

Contract for the provision of IT services
Significant terms and conditions
Parties of the Contract: Enel Global Trading S.p.A. - Provider, PJSC Enel Russia - Client.
Subject of the Contract: The Provider shall render following ICT services for the Client during 2020 year: Corrective maintenance for Allegro system.

Value cap of the Contract will not exceed 21,867 Euro VAT excluded.
Period of the Contract: 01.01.2020 – 31.12.2020.
Term of the Contract: The Contract will enter into force on signing by the Parties and shall be valid until complete performance of the Parties' obligations. It shall be applicable to the relations of the Parties starting from 01.01.2020.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 7/20 , dd 28.05.2020.

Non-residential sublease agreement
Significant terms and conditions
Parties of the Agreement: PJSC Enel Russia – Sublessor; LLC Enel Rus Wind Generation – Sublessee.
Leasable area: shall not exceed 5.9 square meters.
Subject of the Agreement: The Sublessor shall sublease in favour of the Sublessee the non-residential premises located at: Moscow, Pavlovskaya street, 7, build 1, 9th floor, which shall be used as premises for the office of the Sublessee in Moscow.
Lease payment: The monthly lease rate per square meter of the subleased area is 6,003.71 RUB, VAT excluded.
A monthly lease payment shall not exceed 35 421.89 RUB, VAT excluded.
Total price of the Agreement: shall not exceed 389 640.79 RUB., VAT excluded.
Term of sublease from May 1, 2020 to March 31, 2021.
The Agreement duration: From the moment of signing the Agreement until full execution of the obligations by the Parties.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 6/20, dd 22.04.2020.

Service contract to render the project management services and the technical support services
Significant terms and conditions
Contract type: Service contract.
Parties of the Contract: Client – PJSC Enel Russia, Contractor – Enel Global Thermal Generation S.r.l.
Subject of the Contract: Project management services and technical support services for execution of the Project on Technical refurbishment of the Turbine R-50-130-1 station No 4 (TG-4) with partial replacement of main elements of the boiler station No. 5 of the "Nevinnomysskaya GRES" branch of PJSC Enel Russia.
Price of the Contract: The total price of Services amounts to 870,000,00 EUR VAT excluded.
Duration of services: From 01.05.2020 till 31.12.2021.
Term of Contract: The Contract shall enter into force (be deemed to be concluded) upon its signing by both Parties and shall be valid until the complete performance of the Parties' obligations.
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Board of Directors of PJSC Enel Russia, Minutes № 6/20, dd 22.04.2020.

Information on the most material transactions performed by the controlled entities that are of significant importance to the company

Interrelated contracts covering balance of plant works constituting in the aggregate a major transaction
Terms of the agreement: Parties to the Contract: LLC Enel Rus Wind Kola – the Client; JSC "Teplokhimmontazh" – the Contractor 1; LLC "Nordgrad" - the Contractor 2 and the Contractor 3; LLC "Siemens Gas and Power" - the Contractor 4. Other minor contractors (any legal entity(s) awarded with a contract as per the Procurement Policy of LLC Enel Rus Wind Kola – the Minor Contractors.
Subject of the agreements: With the Contractor 1 – new civil balance of plant for foundations of wind turbine generators. With the Contractor 2 – new civil balance of plant for roads, crane pads and cable installation. With the Contractor 3 – new balance of plant for transmission line. With the Contractor 4 – new balance of plant for substation. With the Minor Contractors – bunch of contracts for cable supply, design, site facilities and general services, supply and installation of met mast. The agreements are concluded in connection with the construction of a wind generation facility (wind farm) with an approximate capacity of 201 MW in the Murmansk region.
Price of the agreements: The total price under the agreement with the Contractor 1 shall not exceed 1,793, 865 MRUB, VAT excluded.
The total price under the agreement with the Contractor 2 shall not exceed 1,727, 548 MRUB, VAT excluded.
The total price under the agreement with the Contractor 3 shall not exceed 936, 676 MRUB, VAT excluded.
The total price under the agreement with the Contractor 4 shall not exceed 160 kEUR VAT excluded and 435, 938 MRUB, VAT excluded.
The total price under the bunch of agreements with Minor Contractors shall not exceed 493, 844 MRUB rubles, VAT excluded.
Terms of the agreements: until August 2021.
Management body, to adopt the approval decision thereof; No. and date of drawing up the Minutes: Decision to approve conclusion of interrelated transactions was made by the Sole participant of LLC Enel Rus Wind Kola on August 7, 2020, No. 10/20 dated August 7, 2020.

Additional agreement to special purpose loan agreement
Significant terms and conditions
Parties of the Additional Agreement: PJSC Enel Russia – the Lender; LLC Enel Rus Wind Kola – the Borrower.
Subject of the Additional Agreement: Increase of the loan amount provided by the Lender to the Borrower by 1,619,000,000 (one billion six hundred and nineteen million) rubles.
Other terms and conditions of the special purpose loan agreement remain unchanged[2].
Person interested in the performed transaction: Enel S.p.A.
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: The decision to conclude the agreement was made by the Sole participant of LLC Enel Rus Wind Kola on December 21, 2018, No. 32/18.

Unilateral out-of-court termination of the turnkey, fixed-price contract for the construction of the 200.97 MW wind farm support facilities in the Murmansk Region
Terms and Conditions:
Parties and beneficiaries under the transaction: LLC Cantreva - Contractor, LLC Enel Rus Wind Kola - Customer.
Transaction value in monetary terms: Euro 6,610,232.85 and RUB 3,039,409.14, VAT exclusive
Term of performance of obligations under the transaction: the Contract shall be deemed terminated after 30 calendar days from the date of receipt of the letter by Contractor
Management body of the company, to adopt the approval decision thereof; No. and date of drawing up the Minutes: the approval decision has not been taken.

Annex 5. Numerical and Statistical Information

Key Performance Indicators

Key performance indicators for the position of the General Director for 2020

	Objective Description	Weight
1.	Ordinary Net income Enel Russia	25%
2.	Opex Enel Russia	20%
3.	FFO Enel Russia (change in Net debt before dividends paid, extraordinary items, Gross Capex, cash impact of FX on Net debt)	15%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety	15%
6.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Deputy General Director – Head of Generation for 2020

	Objective Description	Weight
1.	EBIT Thermal generation Enel Russia	25%
2.	OPEX Thermal generation Enel Russia	20%
3.	FFO Enel Russia (change in Net debt before dividends paid, extraordinary items, Gross Capex, cash impact of FX on Net debt)	15%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees in the Thermal Generation perimeter of PJSC Enel Russia and contractors	5%

	Total:	100%

Key performance indicators for the position of the Deputy General Director – Head of Administration, Finance and Control for 2020

	Objective Description	Weight
1.	Ordinary Net income Enel Russia	25%
2.	Opex Enel Russia	20%
3.	FFO Enel Russia (change in Net debt before dividends paid, extraordinary items, Gross Capex, cash impact of FX on Net debt)	15%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Deputy General Director – Head of Human Resource and Organization for 2020

	Objective Description	Weight
1.	Ordinary Net income Enel Russia	30%
2.	Average Personnel Cost Enel Russia	25%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	25%
4.	Health & Safety Enel Russia	15%
5.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Head of Energy Management for 2020

	Objective Description	Weight
1.	Gross Margin Enel Russia	25%
2.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
3.	FFO Enel Russia (change in Net debt before dividends paid, extraordinary items, Gross Capex, cash impact of FX on Net debt)	15%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Head of Internal Audit for 2020

	Objective Description	Weight
1.	Audit Plan Enel Russia	30%
2.	Timing Audit Plan Enel Russia	30%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
4.	Health & Safety Enel Russia	15%
5.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Head of Digital Solutions for 2020

	Objective Description	Weight
1.	Ordinary Net income Enel Russia	20%
2.	ICT Cash and business development projects Cost Enel Russia (Fixed costs + investments, including business development projects), without intra-group OPEX and CAPEX	20%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Head of Legal and Corporate Affairs for 2020

	Objective Description	Weight
1.	Ordinary Net income Enel Russia	20%
2.	Opex Enel Russia	20%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Head of Procurement for 2020

	Objective Description	Weight
1.	EBIT Thermal generation Enel Russia	20%
2.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	20%

4.	Health & Safety Enel Russia	15%
5.	No fatal accidents involving employees in the Thermal Generation perimeter of PJSC Enel Russia and contractors	5%
6.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
	Total:	100%

Key performance indicators for the position of the Head of Regulatory and Institutional Affairs for 2020

Objective Description		Weight
1.	Opex Enel Russia	20%
2.	FFO Enel Russia (change in Net debt before dividends paid, extraordinary items, Gross Capex, cash impact of FX on Net debt)	20%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees in the Thermal Generation perimeter of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators for the position of the Head of Communications for 2020

Objective Description		Weight
1.	Ordinary Net income Enel Russia	20%
2.	Fixed expenses of the Communications Directorate of Enel Russia, including commercial and non-commercial expenses	20%
3.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
4.	Business objective: Determined on the basis of tasks assigned to the key manager	20%
5.	Health & Safety Enel Russia	15%
6.	No fatal accidents involving employees in the Thermal Generation perimeter of PJSC Enel Russia and contractors	5%
	Total:	100%

Key performance indicators established by the Long-Term Incentive Programs at PJSC Enel Russia for 2017-2019, for 2018-2020, for 2019-2021, for 2020-2022.

No.	Key performance indicator (KPI)	Indicator weight
1.	Total shareholder return (TSR*) of PJSC Enel Russia compared to the benchmarking group	**60 %**
2.	Annual average margin of PJSC Enel Russia by EBITDA for the period of Program duration	**40 %**

	Total:	**100%**

** Indicator «Total shareholders return» calculated as:*

$$= \frac{Share\ price_{\text{end of the period}} - Share\ price_{start\ of\ the\ period} + Dividends}{Share\ price_{start\ of\ the\ period}}$$

Environmental indicators

Payment for negative environmental impact

Share of excess payments in the total amount of payments for negative impact on the environment

Power plant	2017	2018	2019	2020
Konakovskaya GRES				
Total amount of payment for negative impact, rubles	2242831.07	2444953.92	1817103.85	**1646698.92**
The volume of excess payments, rubles		0	0	**0**
Share of excess payments, %	0%	0%	0%	**0%**
Nevinnomysskaya GRES				
Total amount of payment for negative impact, rubles	1119560.91	1230818.99	1013828.58	**1120963.75**
The volume of excess payments, rubles		0	0	**0**
Share of excess payments, %	0%	0%	0%	**0%**
Reftinskaya GRES				
Total amount of payment for negative impact, rubles	106136507.6	92746799.25	75135552.8	**-**
The volume of excess payments, rubles	35429419.76	17990660.38	3265489.56	**-**
Share of excess payments, %	33	19	4	**-**
Sredneuralskaya GRES				
Total amount of payment for negative impact, rubles	2563340.15	1999195.81	1534847.77	**5003620.66**
The volume of excess payments, rubles	1132701.79	725753.21	559619.58	**4112283.8**
Share of excess payments, %	44%	36%	36%	**82%**
Headquarters				
Total amount of payment for negative impact, rubles	0	0	0	**0**
The volume of excess payments, rubles	0	0	0	**0**
Share of excess payments, %	0	0	0	0
Total for the Company				
Total amount of payment for negative impact, rubles	112062239.7	98421767.97	79501333	**7771283.33**
The volume of excess payments, rubles	36562121.55	18716413.59	3825109.14	**4112283.8**
Share of excess payments, %	33%	19%	5%	**53%**

Greenhouse gas emissions

305-1

Direct greenhouse gas emissions (scope 1) broken down by power plants, mln tons of CO2 equivalent.*

	Russian methodology**				Methodology of Enel Group***			
	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	3.80	3.55	3.13	**3.23**	3.72	3.49	3.04	**3.21**
Nevinnomysskaya GRES	4.19	4.00	3.57	**3.38**	4.16	3.97	3.49	**3.37**
Reftinskaya GRES	18.09	18.25	13.24	**0.00**	18.64	18.37	13.14	**0.00**
Sredneuralskaya GRES	3.64	3.59	3.54	**3.28**	3.64	3.62	3.60	**3.29**
Total	29.73	29.38	23.47	**9.89**	30.16	29.45	23.27	**9.87**

305-4

Specific greenhouse gas emissions (scope 1) broken down by power plants, gram CO2 equivalent/kW-h

Power plant	Russian methodology*				Methodology of Enel Group**			
	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	529.92	531.32	530.24	**534.99**	519.07	523.14	514.69	**531.72**
Nevinnomysskaya GRES	434.46	430.89	423.30	**420.93**	431.48	427.68	414.35	**419.87**
Reftinskaya GRES	947.39	953.37	962.82	**0.00**	975.70	959.55	951.91	**0.00**
Sredneuralskaya GRES	365.71	366.62	362.08	**387.49**	365.66	370.14	368.37	**389.15**
Total	647.98	654.65	619.63	**438.94**	657.43	656.17	615.72	**438.31**

** Starting from 2019, the company has been calculating greenhouse gas emissions from the total volume of burned fuel, including fuel for commissioning after scheduled overhauls.*
***Guidelines and instructions for quantifying the volume of greenhouse gas emissions by organizations carrying out business and other activities in the Russian Federation are used to calculate the volume of greenhouse gases. They are approved by order of the Ministry of Natural Resources of Russia dated June 30, 2015 No. 300. The company systematically submits data on the amount of greenhouse gas emissions to the relevant regulatory authorities of the Russian Federation. The calculation includes the following types of greenhouse gases: CO_2.*
****To ensure consistency of greenhouse gas data in the Sustainable Development Plan and in the preparation of the non-financial part of the annual report, the approach of the Enel Group is used. The slight difference is related to the amount of burned fuel, which is the basis for calculating the emissions. The calculation includes the following types of greenhouse gases: CO_2.*

Pollutant emissions

305-7

Gross emissions of pollutants into the atmosphere by significant types, tons

Power plant	Contaminant type substances	2017	2018	2019	2020
Konakovskaya GRES	NO_x	6,748.02	5,671.89	5,149.81	**5422.70**
	SO_x	2.76	0.57	0.54	**0.854**
	Persistent organic pollutants (POP)	0.00	0.00	0.00	**0**
	Volatile organic compounds (VOC)	16.50	16.50	16.50	**16.50**
	Hazardous air pollutants	0.00	0.00	0.00	**0.00**
	Particulate matter (PM)	0.04	0.01	0.22	**0.22**
	CO - carbon oxide	282.75	327.08	159.62	**183.79**
	Other	0.61	0.61	0.41	**0.41**
	Total	**7,050.68**	6,016.66	**5,327.09**	**5624.47**
Nevinnomysskaya GRES	NO_x	5,694.87	5,539.32	4,700.45	**4462.84**
	SO_x	204.49	116.73	213.23	**115.08**
	Persistent organic pollutants (POP)	0.00	0.00	0.00	**0**
	Volatile organic compounds (VOC)	12.67	12.78	12.72	**12.75**
	Hazardous air pollutants	0.01	0.01	0.01	**0.01**
	Particulate matter (PM)	0.59	0.37	3.19	**3.01**
	CO - carbon oxide	2,511.06	2,710.17	2,575.36	**2434.47**
	Other	258.42	244.30	213.02	**208.94**

	Total	**8,682.12**	8,623.68	**7,717.98**	**7237.11**
Reftinskaya GRES	NO_x	75,068.86	74,720.58	53,595.76	**0**
	SO_x	141,258.21	133,214.62	99,151.23	**0**
	Persistent organic pollutants (POP)	0.00	0.00	0.00	**0**
	Volatile organic compounds (VOC)	33.87	33.87	25.40	**0**
	Hazardous air pollutants	0.30	0.30	0.23	**0**
	Particulate matter (PM)	66,714.16	41,601.79	30,529.24	**0**
	CO - carbon oxide	731.65	750.37	555.58	**0**
	Other	857.95	857.95	643.47	**0**
	Total	**284,665.00**	251,179.48	**184,500.90**	**0**
Sredneuralskaya GRES	NO_x	4,250.27	4,020.22	3,887.86	**3366.34**
	SO_x	153.80	5.97	3.33	**136.45**
	Persistent organic pollutants (POP)	0.00	0.00	0.00	**0**
	Volatile organic compounds (VOC)	1.90	1.90	1.90	**1.90**
	Hazardous air pollutants	0.00	0.00	0.00	**0.00**
	Particulate matter (PM)	1.27	0.18	0.72	**3.01**
	CO - carbon oxide	641.28	638.07	636.21	**575.46**
	Other	8.36	8.36	7.83	**7.83**
	Total	**5,056.87**	4,674.69	**4,537.84**	**4090.99**
Total for the Company	NO_x	91,762.02	89,952.02	67,333.87	**13251.88**
	SO_x	141,619.27	133,337.88	99,368.34	**252.38**
	Persistent organic pollutants (POP)	0.00	0.00	0.00	**0.00**
	Volatile organic compounds (VOC)	64.93	65.05	56.52	**31.15**
	Hazardous air pollutants	0.31	0.31	0.24	**0.02**
	Particulate matter (PM)	66,716.06	41,602.33	30,533.36	**6.24**
	CO - carbon oxide	4,166.73	4,425.69	3,926.77	**3193.72**
	Other	1,125.35	1,111.23	864.72	**217.18**
	Total	**305,454.68**	**270,494.51**	**202,083.81**	**16952.56**

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Detailed description of the approach to water consumption and wastewater disposal broken down by the power plants

Power Plant	Description of water intake methods	List of water intake points	Description of water consumption	Description of waste water discharge methods
Konakovskaya GRES	Surface water: surface water is taken from the Ivankovskoye reservoir (r. Volga) for two water intakes: - Cooling water intake facility CWIF-1 - Cooling water intake facility CWIF-2. Artesian water: artesian water is taken from 5 artesian wells	Surface water: - Cooling water intake facility CWIF-1; - Cooling water intake facility CWIF-2. Artesian water: 5 artesian wells	Surface water is used for cooling of thermal equipment and other production needs. Artesian water is used to feed the heating network and for household needs	The waste waters are discharged via open discharge channel through discharge outlet No.1 into the Ivankovskoye reservoir. The utility fluids from production and amenity premises are sent to the enterprise Municipal unitary enterprise "Waterworks" of urban settlement of Konakovo town
Nevinnomysskaya GRES	Intake of surface water is carried out by two water intakes: - water intake from the Bolshoi Stavropol Canal (leveling reservoir HPP-4) is carried out by gravity through 2 water conduits and is the main water intake for industrial water supply; - water intake from the Nevinnomyssk canal is carried out at the cooling water intake facility (CWIF). Receipt of domestic water is carried out from Nevinnomyssky Azot JSC	Surface water: - Barsuchkovskiy water intake (BWI) - Cooling water intake facility (CWIF). Water for household and drinking needs is supplied through the household network	Surface water is used for cooling of thermal equipment and other production needs. Water obtained from Nevinnomyssky Azot JSC is used for domestic general needs	Waste water is discharged through discharge canals: - Via open discharge canal No.1 through discharge outlet No.2 in Nevinnomyssky channel; - Via open discharge canal No.2 through discharge outlet No.3 in Nevinnomyssky channel; - Via winter discharge canal through discharge outlet No.1 to the river Kuban. The utility fluids from production and amenity premises are sent to Vodokanal JSC. Industrial storm waters are diverted to the treatment facilities of Nevinnomyssky Azot JSC
Sredneuralskaya GRES	Intake of surface water is carried out from the Isetskoye reservoir via three water intake facilities. The intake at cooling water intake facility No.1 is carried out through a gravity collector, then water is supplied by circulation pumps to cool the equipment. The intake at CWIF-2 and CWIF3 is carried out from the intake chambers by circulating pumps and supplied for cooling the equipment. Receipt of domestic water is carried out from Teplovodokanal LLC	Surface water: - Cooling water intake facility CWIF-1; - Cooling water intake facility CWIF-2; - Cooling water intake facility CWIF-3. Domestic water is supplied through a sewerage network	Surface water is used for cooling of thermal equipment and other production needs. The water received from Teplovodokanal LLC is used for domestic general needs	Circulation water is discharged after cooling of turbines into open discharge channel. The waste waters from cooling mechanisms of chemical water treatment, main building and CCGT is discharged through water discharge outlets No. 2, 3, 7, 10, 11 to the Isetskoye reservoir. The waste waters from cooling mechanisms of fuel oil facilities are discharged through discharge outlet No.8 to the untitled swamp near the mouth of the river Lebyazhka. The waste waters from RWTF and chemical water treatment as well as drains of the main building are discharged through discharge outlet No. 9 into the untitled swamp at the base of the cape of Yelovyi. The utility fluids from production and amenity premises are sent to Teplovodokanal LLC
Headquarters	Domestic water is supplied through a water main	Domestic water is supplied through a water main	Water consumption is carried out for domestic general needs	The utility fluids are sent to the sewerage network

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Standards and regulations related to waste water quality

State and/or municipal standards and regulations used	Power plant, to which the standard/norm applies
Order of the Ministry of Agriculture of the Russian Federation of 13.12.2016 No. 552 "On approval of standards of quality water for the water bodies of commercial fishing importance including the standards of maximum permissible concentrations in the waters of water bodies of commercial fishing importance".	Konakovskaya GRES, Nevinnomysskaya GRES, Sredneuralskaya GRES
Order of the Ministry of Natural Resources of the Russian Federation of 29.12.2020 No. 1118 On Approval of the Methodology for Development of Standards for Permissible Discharges of Pollutants into Water Bodies for Water Users*	

** Prior to the entry into force of the Order of the Ministry of Natural Resources of the Russian Federation of 29.12.202 No. 1118 On Approval of the Methodology for Development of Standards for Permissible Discharges of Pollutants into Water Bodies for Water Users, we were guided by Order of the Ministry of Natural Resources of the Russian Federation of 17.12.2007 No. 333 (rev. of July 31, 2018) On Approval of the Methodology for Development of Standards for Permissible Discharges of Pollutants into Water Bodies for Water Users (Registered in the Ministry of Justice of the Russian Federation under No. 11198 on 21.02.2008).*
The power plants of the company discharge waste waters in accordance with applicable laws and timely obtained permitting documentation.

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*Total water withdrawal by power plants and type of source *, million m3*

	Surface water bodies				Groundwater				Water provided by the third parties				Total for Business Unit			
	2017	**2018**	**2019**	**2020**	**2017**	**2018**	**2019**	**2020**	**2017**	**2018**	**2019**	**2020**	**2017**	**2018**	**2019**	**2020**
Konakovskaya GRES	1,000.69	872.85	770.22	**814.77**	4.41	4.39	4.08	**2.25**	-	-	-	**0.00**	1,005.10	877.24	774.30	**817.02**
Nevinnomysskaya GRES	690.16	608.77	504.86	**507.53**	-	-	-	**0.00**	0.09	0.08	0.08	**0.08**	690.25	608.85	504.94	**507.61**
Reftinskaya GRES	13.86	12.73	7.89	**0.00**	0.30	0.32	0.17	**0.00**	0.76	0.62	0.45	**0.00**	14.92	13.68	8.52	**0.00**
Sredneuralskaya GRES	24.95	23.33	23.59	**21.90**	-	-	-	**0.00**	0.003	0.002	0.002	**0.00**	24.95	23.33	23.59	**21.90**
Headquarters	n / a	n / a	n / a	**n / a**	n / a	n / a	n / a	**n / a**	0.003	0.002	0.003	**0.00**	0.003	0.002	0.003	**0.001**
Total water taken	**1,729.66**	**1,517.68**	**1,306.57**	**1,851.73**	**4.71**	**4.71**	**4.26**	2.25	**0.86**	**0.71**	**0.53**	**0.17**	**1,735.22**	**1,523.10**	**1,311.36**	**1,346.53**

*Total water withdrawal in regions where water deficit is observed by power plants and type of source **, million m3*

Power Plant	Surface water bodies				Groundwater				Water provided by the third parties				Total for Business Unit			
	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**
Nevinnomysskaya GRES	690.16	608.77	504.86	**507.53**	0.00	0.00	0.00	**0.00**	0.09	0.08	0.08	**0.08**	690.25	608.85	504.94	**507.61**
Reftinskaya GRES	13.86	12.73	7.89	**0.00**	0.30	0.32	0.17	**0.00**	0.76	0.62	0.45	**0.00**	14.92	13.68	8.52	**0.00**
Sredneuralskaya GRES	24.95	23.33	23.59	**21.90**	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	24.95	23.3	23.59	**21.90**
Total water taken	704.02	621.50	512.76	**529.43**	0.30	0.32	0.17	**0.00**	0.85	0.71	0.53	**0.08**	705.17	622.53	513.46	**529.51**

**Data collection and accounting was carried out by various methods based on actual measurements. In the cases where actual measurements were not assumed, the computational methods for data collection and recording were used. In the calculations of 2019, the Instructions for filling in the form of federal statistical observation 2 ТП (water economy) are used as amended by the order of the Federal Service of the State Statistics of 27.12.2019 No. 815. In 2019, we revised the methodology for breaking down water intakes by source type. In the category "water provided by third parties", corresponding adjustments were made to the data for 2017-2018 to ensure comparability with the reporting year. The data on the surface water intake of Konakovskaya GRES for 2018, as well as the data on the groundwater intake of Konakovskaya GRES for 2017 and 2018 was corrected due to a technical error in the previous reporting period.*

***To determine whether there is a shortage of water resources in the region, we used both local sources and the international tool "Aqueduct Water Risk Atlas" recommended by GRI (https://www.wri.org/aqueduct)*

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*Total wastewater discharges into surface waters * broken down by treatment method *, million m³*

Power Plant	Partially clean water (without purification)				Contaminated, not enough purified water				Waters treated to standard quality (mechanical, physical and chemical cleaning)				Disinfection				Amount of waste water discharge by BU			
	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**
Konakovskaya GRES	973,71	847,24	745,70	**789,81**	-	-	-	**-**	1,11	1,10	1,36	**1,29**	-	-	-	**-**	974,81	848,34	747,06	**791,10**
Nevinnomysskaya GRES	657,22	576,91	461,45	**463,33**	-	-	-	**-**	-	-	-	**0,00**	-	-	-	**-**	657,22	576,91	461,45	**463,33**
Reftinskaya GRES	-	-	-	**0,00**	12,45	8,48	4,39	**-**	-	-	-	**0,00**	-	-	-	**-**	12,45	8,48	4,39	**0,00**
Sredneuralskaya GRES	0,47	0,48	0,40	**0,00**	-	-	-	**-**	3,26	3,71	3,23	**3,23**	-	-	-	**-**	3,72	4,18	3,63	**3,23**
Headquarters	-	-	-	**0,00**	-	-	-	**-**	-	-	-	**0,00**	0,003	0,002	0,002	**0,001**	0,003	0,002	0,002	**0,00**
Total	1 631,40	1 424,63	1 207,55	**1 253,14**	12,45	8,48	4,39	**-**	4,36	4,80	4,59	**4,52**	0,003	0,002	0,002	**0,001**	1 648,22	1 437,91	1 216,54	**1 257,66**

**The discharge of the company's wastewater at all power plants is carried out into surface water bodies, with the exception of the Headquarters branch. Wastewater collection at the Headquarters branch is carried out to the receiving facility of Mosvodokanal JSC. In the calculations of 2019, the Instructions for filling in the form of federal statistical observation 2 ТП (water economy) are used as amended by the order of the Federal Service of the State Statistics of 27.12.2019 No. 815*

*Waste recycling by third parties**

Power Plant	Contractor name	Waste management regulations applicable to contractors
Konakovskaya GRES	Inchermet LLC, Transsnab LLC, METALLOLOM.RU LLC	Federal Law "On Industial and Consumer Waste" No. 89-FZ dated 24.06.1998 Regulation of PJSC Enel Russia No.522 "Interaction with suppliers and contractors in HSE&Q"
Nevinnomysskaya GRES	Biopotentsial LLC,Promekologiya LLC Yugagrolizing LLC, Zhylishchno-kommunalnoye khozyaystvo LLC, Zelyonyi Gorod LLC ZhBS inzhyniring LLC, PRESSLOM LLC Ferrum LLC Tenzor LLC, LOM-MET LLC Torigroup LLC	
Reftinskaya GRES		
Sredneuralskaya GRES	Industrial Waste Safety Center LLC,Institut Promyshlennoy Ekologii LLC, EMUP Spetsavtobaza ETS LLC Splav-Stal LLC, EPI LLC MIDA Yekaterinburg LLC, Chermetinvest-T LLC, Meta-Yekaterinburg LLC TransServis LLC Individual Entrepreneur Feliks Vladimirovich Savin, Profmet LLC, Industrial Materials Technologies LLC	
Headquarters	Not Applicable	Not Applicable

**The company does not perform waste recycling independently. For the purpose of waste recycling, we cooperate with companies that have specialized licenses in accordance with the current legislation of the Russian Federation to carry out such activities.*

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Total water consumption by power plants thousand m3

Power Plant	2017	2018	2019	2020
Konakovskaya GRES	1,005.10	877.24	774.30	**817.02**
Nevinnomysskaya GRES	690.25	608.85	504.94	**507.53**
Reftinskaya GRES	14.92	13.68	8.52	**0.00**
Sredneuralskaya GRES	24.95	23.33	23.59	**21.90**
Headquarters	0.003	0.002	0.003	**0.001**
Total water taken	**1,735.22**	**1,523.10**	**1,311.36**	**1,346.45**
Konakovskaya GRES	974.81	848.34	747.06	**791.10**
Nevinnomysskaya GRES	657.22	576.91	461.45	**463.33**
Reftinskaya GRES	12.45	8.48	4.39	**0.00**
Sredneuralskaya GRES	3.72	4.18	3.63	**2.76**
Headquarters	0.00	0.00	0.00	**0.00**
Total discharged water	**1,648.21**	**1,437.91**	**1,216.53**	**1,257.18**
Konakovskaya GRES	30.29	28.90	27.24	**25.93**
Nevinnomysskaya GRES	33.03	31.94	43.49	**44.20**
Reftinskaya GRES	2.47	5.20	4.12	**0.00**
Sredneuralskaya GRES	21.23	19.15	19.96	**19.14**
Headquarters	0.003	0.002	0.003	**0.000**
Final water consumption	**87.01**	**85.19**	**94.82**	**89.27**

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*Waste by hazard class**

Waste by Hazard Class	Konakovskaya GRES				Nevinnomysskaya GRES				Reftinskaya GRES				Sredneuralskaya GRES				Total for the company			
	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	2020	2017	2018	2019	**2020**	2017	2018	**2019**	**2020**
Placement in a landfill	4,283.931	3,589.727	5,271.055	**1989.20**	1,322.934	1,122.555	1,051.889	**1682.15**	889.560	1,055.710	2,540.537	-	1,649.857	1,381.168	1,743.538	**1174.35**	8,146.282	7,149.160	10,607.019	**4845.70**
Waste of hazard class 1	-	-	-	**0.00**	-	-	-	**0.00**	-	-	-	-	-	-	-	**0.00**	-	-	-	**0.00**
Waste of hazard class 2	-	-	-	**0.00**	-	-	-	**0.00**	-	-	-	-	-	-	-	**0.00**	-	-	-	**0.00**
Waste of hazard class 3	-	-	-	**0.00**	-	-	-	**0.00**	10.060	2.590	21.467	-	8.567	29.610	5.478	**7.19**	18.627	32.200	26.945	**7.19**
Waste of hazard class 4	3,220.771	2,465.283	1,344.051	**1249.8**	542.437	792.316	555.061	**715.0**	849.800	1,027.920	1,800.026	-	1,201.300	977.700	587.608	**491.7**	5,814.308	5,263.219	4,286.746	**2456.52**
Waste of hazard class 5	1,063.160	1,124.444	3,927.004	**739.4**	780.497	330.239	496.828	**967.1**	29.700	25.200	719.044	-	439.990	373.858	1,150.452	**675.4**	2,313.347	1,853.741	6,293.328	**2381.99**
Waste disposal at operating facilities	-	-	-	**0.00**	63.243	72.690	52.216	**38.85**	4,247,872.177	4,634,721.631	3,020,962.500	-	141.750	951.379	844.305	**784.68**	4,248,077.170	4,635,745.700	3,021,859.021	**823.53**
Waste of hazard class 1	-	-	-	**0.00**	0.000	0.000	-	**0.00**	-	-	-	-	0.000	0.000	-	**0.00**	-	-	-	**0.00**
Waste of hazard class 2	-	-	-	**0.00**	0.000	0.000	-	**0.00**	-	-	-	-	0.000	0.000	-	**0.00**	-	-	-	**0.00**
Waste of hazard class 3	-	-	-	**0.00**	2.623	9.700	5.356	**4.87**	-	-	-	-	0.128	0.123	0.120	**0.12**	2.751	9.823	5.476	**4.99**
Waste of hazard class 4	-	-	-	**0.00**	0.130	-	-	**0.23**	10,800.400	10,631.931	4,534.200	-	0.000	2.356	-	**2.11**	10,800.530	10,634.287	4,534.200	**2.34**
Waste of hazard class 5	-	-	-	**0.00**	60.490	62.990	46.860	**33.76**	4,237,071.777	4,624,089.700	3,016,428.300	-	141.622	948.900	844.185	**782.45**	4,237,273.889	4,625,101.590	3,017,319.345	**816.21**
Transferred for recycling and neutralization	160.964	1,268.682	**508.741**	**234.50**	758.678	1,596.371	1,475.119	**6783.57**	249,184.762	5,851.365	6,092.053	-	607.719	1,732.694	1,071.147	**1097.31**	250,712.123	10,449.112	9,147.059	**8115.38**
Waste of hazard class 1	0.499	0.272	0.509	**0.20**	0.400	0.417	0.425	**0.63**	3.642	2.322	1.523	-	0.922	1.253	0.681	**0.45**	5.463	4.264	3.138	**1.29**
Waste of hazard class 2	-	-	-	**0.25**	0.745	0.524	0.491	**0.99**	0.000	0.166	-	-	0.000	0.039	0.035	**0.04**	0.745	0.729	0.526	**1.28**
Waste of hazard class 3	69.315	959.310	220.070	**76.93**	161.594	600.226	17.396	**32.59**	336.717	256.556	22.120	-	17.280	29.407	57.399	**77.40**	584.906	1,845.499	316.985	**186.92**
Waste of hazard class 4	3.800	195.200	0.013	**0.43**	3.118	0.384	1.750	**1.54**	-	-	0.200	-	0.000	0.000	0.690	**0.90**	6.918	195.584	2.653	**2.87**
Waste of hazard class 5	87.350	113.900	288.149	**156.69**	592.821	994.820	1,455.057	**6747.82**	248,844.403	5,592.321	6,068.210	-	589.517	1,701.995	1,012.342	**1018.52**	250,114.091	8,403.036	8,823.758	**7923.03**

**Since 2019, data on the volume of waste by hazard class is presented rounded to three decimal places, including data for the previous reporting periods (2017-2018) This change is due to the specifics of the approach to the preparation of state reporting in terms of rounding of the indicators*

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Waste by composition, tons

Power Plant	Waste by Composition	Waste generation				Waste not transferred for disposal*				Waste transferred for disposal**			
		2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	**Total non-hazardous waste**	**1132.806**	**1229.570**	**4258.043**	**821.687**	**87.350**	**113.946**	**288.149**	**156.687**	**1063.160**	**1124.444**	**3927.004**	**739.421**
	Ash	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Sludge	0.000	0.000	3137.398	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	3137.398	**0.000**
	Chemicals	80.380	87.740	87.766	**69.820**	0.000	0.000	0.000	**0.000**	80.380	87.740	87.766	**69.820**
	Soil and stones	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Industrial waste	136.921	178.098	150.713	**59.746**	85.850	108.562	66.673	**97.767**	68.775	78.406	41.100	**36.400**
	Waste from construction and dismantling	896.500	952.400	840.300	**679.331**	0.000	0.000	191.600	**55.000**	896.500	952.400	648.700	**624.331**
	Packaging	6.956	5.379	13.579	**9.202**	0.900	1.620	3.231	**0.820**	6.056	3.759	10.348	**8.382**
	Household and similar waste (waste from offices, canteens, etc.)	0.262	0.225	25.483	**2.833**	0.000	0.000	25.420	**2.800**	0.262	0.225	0.063	**0.033**
	IT waste	0.560	0.255	0.126	**0.072**	0.000	0.000	0.000	**0.000**	0.560	0.255	0.126	**0.072**
	Other waste	11.227	5.473	2.678	**0.683**	0.600	3.764	1.225	**0.300**	10.627	1.659	1.503	**0.383**
	Total hazardous waste	**3287.001**	**3620.195**	**1565.382**	**5725.482**	**0.000**	**0.000**	**0.013**	**1.617**	**3294.385**	**3620.065**	**1564.630**	**1324.477**
	Ash	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Chemicals	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Asbestos waste	149.045	135.281	130.876	**84.000**	0.000	0.000	0.000	**0.000**	149.045	135.281	130.876	**84.000**
	Oils, water and other liquid waste	27.750	32.100	53.350	**44.020**	0.000	0.000	0.000	**0.000**	35.065	32.100	53.350	**44.020**
	Sludge	16.950	1115.010	159.430	**5.000**	0.000	0.000	0.000	**0.000**	16.950	1115.010	159.430	**5.000**
	Waste from construction and dismantling	2327.460	1550.704	467.456	**5458.062**	0.000	0.000	0.000	**1.072**	2327.460	1550.704	466.554	**1057.887**
	Soil and stones	0.000	0.000	0.750	**12.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.750	**12.000**
	Industrial waste	62.513	65.699	88.067	**44.865**	0.000	0.000	0.013	**0.000**	62.582	65.569	88.217	**44.580**
	IT waste	0.000	0.000	0.000	**0.545**	0.000	0.000	0.000	**0.545**	0.000	0.000	0.000	**0.000**
	Household and similar waste (waste from offices, canteens, etc.)	123.421	132.331	94.526	**69.770**	0.000	0.000	0.000	**0.000**	123.421	132.331	94.526	**69.770**

Power Plant	Waste by Composition	Waste generation				Waste not transferred for disposal*				Waste transferred for disposal**			
		2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
	Packaging	1.200	0.000	0.660	**1.250**	0.000	0.000	0.000	**0.000**	1.200	0.000	0.660	**1.250**
	Other waste	578.662	589.070	570.267	**5.970**	0.000	0.000	0.000	**0.000**	578.662	589.070	570.267	**5.970**
	Total hazardous and non-hazardous waste	**4,419.81**	**4,849.77**	**5,823.43**	**6,547.17**	**87.35**	**113.95**	**288.16**	**158.30**	**4,357.55**	**4,744.51**	**5,491.63**	**2,063.90**
Nevinnomysskaya GRES	**Total non-hazardous waste**	**1446.245**	**1387.826**	**2023.673**	**7769.150**	**583.904**	**990.550**	**1455.008**	**6747.612**	**849.921**	**460.489**	**543.737**	**1001.094**
	Ash	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Sludge	60.490	62.990	46.860	**33.760**	0.000	0.000	0.000	**0.000**	60.490	62.990	46.860	**33.760**
	Chemicals	0.000	0.003	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.003	0.000	**0.000**
	Soil and stones	0.000	0.000	13.250	**6.300**	0.000	0.000	0.000	**0.000**	0.000	0.000	13.250	**6.300**
	Industrial waste	608.668	998.705	1485.226	**3267.917**	579.134	985.550	1451.848	**3243.442**	17.114	13.378	8.456	**4.025**
	Waste from construction and dismantling	627.554	239.124	367.800	**4070.647**	0.000	0.000	0.000	**3502.000**	627.554	302.114	367.800	**568.647**
	Packaging	18.900	16.300	6.205	**5.706**	0.000	0.000	1.350	**0.600**	18.900	16.300	4.849	**5.112**
	Household and similar waste (waste from offices, canteens, etc.)	125.000	65.000	101.400	**348.283**	0.000	0.000	0.000	**0.000**	125.000	65.000	101.400	**348.283**
	IT waste	0.478	0.450	0.356	**0.117**	0.000	0.000	0.000	**0.000**	0.478	0.450	0.356	**0.117**
	Other waste	5.155	5.254	2.576	**36.420**	4.770	5.000	1.810	**1.570**	0.385	0.254	0.766	**34.850**
	Total hazardous waste	**710.519**	**1403.669**	**581.255**	**754.968**	**0.000**	**0.000**	**0.851**	**0.192**	**711.047**	**1403.567**	**579.628**	**755.676**
	Ash	0.130	0.000	0.000	**0.225**	0.000	0.000	0.000	**0.000**	0.130	0.000	0.000	**0.225**
	Chemicals	0.060	0.052	0.027	**0.000**	0.000	0.000	0.000	**0.000**	0.076	0.049	0.021	**0.000**
	Asbestos waste	22.274	192.570	58.560	**206.700**	0.000	0.000	0.000	**0.000**	22.274	192.570	58.560	**206.700**
	Oils, water and other liquid waste	0.115	0.022	0.154	**0.168**	0.000	0.000	0.137	**0.192**	0.161	0.040	0.000	**0.000**
	Sludge	163.623	609.800	22.096	**4.868**	0.000	0.000	0.000	**0.000**	163.623	609.800	22.096	**4.868**
	Waste from construction and dismantling	214.362	87.272	358.690	**315.013**	0.000	0.000	0.000	**0.000**	214.362	87.272	358.690	**315.295**
	Soil and stones	0.300	0.000	0.100	**0.000**	0.000	0.000	0.000	**0.000**	0.300	0.000	0.100	**0.000**
	Industrial waste	7.943	7.287	6.452	**7.788**	0.000	0.000	0.022	**0.000**	8.251	7.260	6.112	**8.077**
	IT waste	1.057	0.688	1.597	**0.922**	0.000	0.000	0.692	**0.000**	1.215	0.598	0.470	**1.227**

Power Plant	Waste by Composition	Waste generation				Waste not transferred for disposal*				Waste transferred for disposal**			
		2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
	Household and similar waste (waste from offices, canteens, etc.)	42.960	90.240	48.200	**49.036**	0.000	0.000	0.000	**0.000**	42.960	90.240	48.200	**49.036**
	Packaging	0.011	0.018	0.008	**0.018**	0.000	0.000	0.000	**0.000**	0.011	0.018	0.008	**0.018**
	Other waste	257.684	415.720	85.370	**170.230**	0.000	0.000	0.000	**0.000**	257.684	415.720	85.370	**170.230**
	Total hazardous and non-hazardous waste	**2,156.76**	**2,791.50**	**2,604.93**	**8,524.12**	**583.90**	**990.55**	**1,455.86**	**6,747.80**	**1,560.97**	**1,864.06**	**1,123.36**	**1,756.77**
Reftinskaya GRES	**Total non-hazardous waste**	**4,484,973.75**	**4,629,641.06**	**3,020,333.60**	**0.000**	**248,844.37**	**5,592.32**	**6,068.21**	**0.000**	**4,237,101.48**	**4,624,070.44**	**3,014,316.14**	**0.000**
	Ash	4478820.677	4624001.740	3016428.300	**0.000**	241792.400	0.000	2763.600	**0.000**	4237028.277	4624001.740	3013664.700	**0.000**
	Sludge	0.000	0.000	618.444	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	618.444	**0.000**
	Chemicals	43.500	43.500	22.500	**0.000**	0.000	0.000	0.000	**0.000**	43.500	43.500	22.500	**0.000**
	Soil and stones	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Industrial waste	6074.970	5566.900	3244.430	**0.000**	7028.562	5570.000	3288.280	**0.000**	18.500	18.600	6.900	**0.000**
	Waste from construction and dismantling	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Packaging	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Household and similar waste (waste from offices, canteens, etc.)	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	IT waste	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Other waste	34.603	28.921	19.930	**0.000**	23.403	22.321	16.330	**0.000**	11.200	6.600	3.600	**0.000**
	Total hazardous waste	**11,680.49**	**11,765.43**	**6,346.94**	**0.000**	**9.197**	**27.926**	**3.884**	**0.000**	**11,667.82**	**11,737.03**	**6,343.58**	**0.000**
	Ash	8640.400	8640.000	4534.200	**0.000**	0.000	0.000	0.000	**0.000**	8640.400	8640.000	4534.200	**0.000**
	Chemicals	162.000	162.000	112.500	**0.000**	0.000	0.000	0.000	**0.000**	162.000	162.000	112.500	**0.000**
	Asbestos waste	46.800	150.920	26.900	**0.000**	0.000	0.000	0.000	**0.000**	46.800	150.920	26.900	**0.000**
	Oils, water and other liquid waste	24.800	19.700	3.358	**0.000**	0.000	0.000	0.000	**0.000**	24.800	19.700	3.358	**0.000**
	Sludge	1690.200	1683.500	1156.246	**0.000**	0.000	0.000	0.000	**0.000**	1690.260	1683.500	1156.246	**0.000**
	Waste from construction and dismantling	443.688	463.710	227.031	**0.000**	9.197	27.760	3.884	**0.000**	430.800	435.900	223.800	**0.000**
	Soil and stones	189.500	239.790	1.500	**0.000**	0.000	0.000	0.000	**0.000**	189.500	239.790	1.500	**0.000**
	Industrial waste	9.585	8.828	8.538	**0.000**	0.000	0.000	0.000	**0.000**	9.742	8.402	8.403	**0.000**

Power Plant	Waste by Composition	Waste generation				Waste not transferred for disposal*				Waste transferred for disposal**			
		2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
	IT waste	0.000	0.166	0.000	**0.000**	0.000	0.166	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Household and similar waste (waste from offices, canteens, etc.)	16.400	17.200	129.670	**0.000**	0.000	0.000	0.000	**0.000**	16.400	17.200	129.670	**0.000**
	Packaging	1.100	1.100	8.600	**0.000**	0.000	0.000	0.000	**0.000**	1.100	1.100	8.600	**0.000**
	Other waste	456.020	378.516	138.400	**0.000**	0.000	0.000	0.000	**0.000**	456.020	378.516	138.400	**0.000**
	Total hazardous and non-hazardous waste	**4,496,654.24**	**4,641,406.49**	**3,026,680.55**	**0.000**	**248,853.56**	**5,620.25**	**6,072.09**	**0.000**	**4,248,769.30**	**4635807.468**	**3020659.721**	**0.000**
Sredneuralskaya GRES	**Total non-hazardous waste**	**1177.765**	**3070.688**	**3055.633**	**2423.760**	**589.517**	**1701.995**	**1012.342**	**1018.515**	**581.568**	**1322.773**	**1994.637**	**1457.897**
	Ash	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Sludge	141.622	948.946	844.185	**782.450**	0.000	0.000	0.000	**0.000**	141.622	948.946	844.185	**782.450**
	Chemicals	30.000	15.000	14.800	**0.000**	0.000	0.000	0.000	**0.000**	30.000	15.000	14.800	**0.000**
	Soil and stones	0.000	0.000	0.000	**99.680**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**99.680**
	Industrial waste	599.985	1718.243	1055.693	**959.698**	583.112	1697.670	1001.632	**1010.315**	10.193	4.653	5.407	**2.035**
	Waste from construction and dismantling	224.171	283.729	1013.050	**482.338**	0.000	0.000	0.000	**0.000**	224.171	253.729	1013.050	**482.338**
	Packaging	4.042	2.280	4.250	**7.020**	4.042	2.280	4.250	**7.020**	0.000	0.000	0.000	**0.000**
	Household and similar waste (waste from offices, canteens, etc.)	108.558	55.154	24.616	**43.440**	0.000	0.000	0.000	**0.000**	108.558	55.154	24.616	**43.440**
	IT waste	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Other waste	69.387	47.336	99.039	**49.134**	2.363	2.045	6.460	**1.180**	67.024	45.291	92.579	**47.954**
	Total hazardous waste	**1258.040**	**1059.905**	**580.287**	**587.225**	**42.760**	**40.735**	**49.060**	**62.419**	**1210.961**	**1011.066**	**602.951**	**517.955**
	Ash	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Chemicals	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**	0.000	0.000	0.000	**0.000**
	Asbestos waste	0.048	229.635	44.014	**16.000**	0.000	0.000	0.000	**0.000**	0.048	229.635	44.014	**16.000**
	Oils, water and other liquid waste	25.480	8.550	21.700	**39.816**	25.480	8.550	21.700	**39.816**	0.000	0.000	0.000	**0.000**
	Sludge	0.128	14.433	0.120	**20.610**	0.000	0.000	0.000	**0.000**	0.128	14.433	60.448	**20.717**
	Waste from construction and dismantling	652.676	402.899	226.180	**296.116**	17.280	29.407	26.670	**21.459**	631.075	363.379	210.906	**268.480**
	Soil and stones	3.198	4.628	2.306	**1.406**	0.000	0.000	0.000	**0.000**	3.198	4.628	2.306	**1.406**

Power Plant	Waste by Composition	Waste generation				Waste not transferred for disposal*				Waste transferred for disposal**			
		2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
	Industrial waste	7.265	7.619	20.299	**20.803**	0.000	0.000	0.000	**1.107**	7.267	7.776	20.299	**18.915**
	IT waste	0.160	0.965	0.725	**0.037**	0.000	2.778	0.690	**0.037**	0.160	0.039	0.035	**0.000**
	Household and similar waste (waste from offices, canteens, etc.)	334.664	137.781	189.253	**60.816**	0.000	0.000	0.000	**0.000**	334.664	137.781	189.253	**60.816**
	Packaging	2.796	9.008	0.781	**0.669**	0.000	0.000	0.000	**0.000**	2.796	9.008	0.781	**0.669**
	Other waste	231.625	244.387	74.909	**130.952**	0.000	0.000	0.000	**0.000**	231.625	244.387	74.909	**130.952**
	Total hazardous and non-hazardous waste	**2435.805**	**4130.593**	**3635.920**	**3010.985**	**632.277**	**1742.730**	**1061.402**	**1080.934**	**1792.529**	**2333.839**	**2597.588**	**1975.852**
Total for the Company	**Total non-hazardous waste**	**4,488,730.57**	**4,635,329.14**	**3,029,670.95**	**11,014.60**	**250,105.14**	**8,398.81**	**8,823.71**	**7,922.81**	**4,239,596.13**	**4,626,978.15**	**3,020,781.52**	**3,198.41**
	Ash	4,478,820.68	4,624,001.74	3,016,428.30	**0.00**	241,792.40	0.00	2,763.60	**0.00**	4,237,028.28	4,624,001.74	3,013,664.70	**0.00**
	Sludge	202.11	1,011.94	4,646.89	**816.21**	0.00	0.00	0.00	**0.00**	202.11	1,011.94	4,646.89	**816.21**
	Chemicals	153.88	146.24	125.07	**69.82**	0.00	0.00	0.00	**0.00**	153.88	146.24	125.07	**69.82**
	Soil and stones	0.00	0.00	13.25	**105.98**	0.00	0.00	0.00	**0.00**	0.00	0.00	13.25	**105.98**
	Industrial waste	7,420.54	8,461.95	5,936.06	**4,287.36**	8,276.66	8,361.78	5,808.43	**4,351.52**	114.58	115.04	61.86	**42.46**
	Waste from construction and dismantling	1,748.23	1,475.25	2,221.15	**5,232.32**	0.00	0.00	191.60	**3,557.00**	1,748.23	1,508.24	2,029.55	**1,675.32**
	Packaging	29.90	23.96	24.03	**21.93**	4.94	3.90	8.83	**8.44**	24.96	20.06	15.20	**13.49**
	Household and similar waste (waste from offices, canteens, etc.)	233.82	120.38	151.50	**394.56**	0.00	0.00	25.42	**2.80**	233.82	120.38	126.08	**391.76**
	IT waste	1.04	0.70	0.48	**0.19**	0.00	0.00	0.00	**0.00**	1.04	0.70	0.48	**0.19**
	Other waste	120.37	86.98	124.22	**86.24**	31.14	33.13	25.83	**3.05**	89.24	53.80	98.45	**83.19**
	Total hazardous waste	**16,936.05**	**17,849.20**	**9,073.87**	**7,067.68**	**51.96**	**68.66**	**53.81**	**64.23**	**16,884.22**	**17,771.73**	**9,090.79**	**2,598.11**
	Ash	8,640.53	8,640.00	4,534.20	**0.23**	0.00	0.00	0.00	**0.00**	8,640.53	8,640.00	4,534.20	**0.23**
	Chemicals	162.06	162.05	112.53	**0.00**	0.00	0.00	0.00	**0.00**	162.08	162.05	112.52	**0.00**
	Asbestos waste	218.17	708.41	260.35	**306.70**	0.00	0.00	0.00	**0.00**	218.17	708.41	260.35	**306.70**
	Oils, water and other liquid waste	78.15	60.37	78.56	**84.00**	25.48	8.55	21.84	**40.01**	60.03	51.84	56.71	**44.02**
	Sludge	1,870.90	3,422.74	1,337.89	**30.48**	0.00	0.00	0.00	**0.00**	1,870.96	3,422.74	1,398.22	**30.59**
	Waste from construction and dismantling	3,638.19	2,504.59	1,279.36	**6,069.19**	26.48	57.17	30.55	**22.53**	3,603.70	2,437.26	1,259.95	**1,641.66**

Power Plant	Waste by Composition	Waste generation				Waste not transferred for disposal*				Waste transferred for disposal**			
		2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
	Soil and stones	193.00	244.42	4.66	**13.41**	0.00	0.00	0.00	**0.00**	193.00	244.42	4.66	**13.41**
	Industrial waste	87.31	89.43	123.36	**73.46**	0.00	0.00	0.04	**1.11**	87.84	89.01	123.03	**71.57**
	IT waste	1.22	1.82	2.32	**1.50**	0.00	2.94	1.38	**0.58**	1.38	0.64	0.51	**1.23**
	Household and similar waste (waste from offices, canteens, etc.)	517.45	377.55	461.65	**179.62**	0.00	0.00	0.00	**0.00**	517.45	377.55	461.65	**179.62**
	Packaging	5.11	10.13	10.05	**1.94**	0.00	0.00	0.00	**0.00**	5.11	10.13	10.05	**1.94**
	Other waste	1,523.99	1,627.69	868.95	**307.15**	0.00	0.00	0.00	**0.00**	1,523.99	1,627.69	868.95	**307.15**
	Total hazardous and non-hazardous waste	**4,505,666.62**	**4,653,178.34**	**3,038,744.82**	**18,082.27**	**250,157.09**	**8,467.47**	**8,877.52**	**7,987.04**	**4,256,480.34**	**4,644,749.87**	**3,029,872.31**	**5,796.52**

** Waste transferred to recycling*
*** Waste transferred for disposal and neutralization*

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Waste transferred to other types of waste management, except for disposal, tons

Power Plant	Waste Treatment Types Other Than Disposal	2017	2018	2019	2020
Konakovskaya GRES	Hazardous Waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	0	0	0.013	**1.617**
	Other types of reuse	0	0	0	**0**
	Non-hazardous waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	87.35	113.946	288.149	**156.687**
	Other types of reuse	0	0	0	**0**
	Total	**87.35**	**113.946**	**288.162**	**158.304**
Nevinnomysskaya GRES	Hazardous Waste				
	Preparation for reuse	0	0	0	**0**

Power Plant	Waste Treatment Types Other Than Disposal	2017	2018	2019	2020
	Recycling	0	0	0.851	**0.1922**
	Other types of reuse	0	0	0	**0**
	Non-hazardous waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	583.904	990.55	1455.008	**6747.612**
	Other types of reuse	0	0	0	**0**
	Total	**583.904**	**990.55**	**1455.859**	**6747.804**
Reftinskaya GRES	Hazardous Waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	9.197	27.926	3.884	**0**
	Other types of reuse	0	0	0	**0**
	Non-hazardous waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	248844.4	5592.321	6068.21	**0**
	Other types of reuse	0	0	0	**0**
	Total	**248853.6**	**5620.247**	**6072.094**	**0**
Sredneuralskaya GRES	Hazardous Waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	42.76	40.735	49.06	**62.41872**
	Other types of reuse	0	0	0	**0**
	Non-hazardous waste				

Power Plant	Waste Treatment Types Other Than Disposal	2017	2018	2019	2020
	Preparation for reuse	0	0	0	**0**
	Recycling	589.517	1701.995	1012.342	**1018.515**
	Other types of reuse	0	0	0	**0**
	Total	**632.277**	**1742.73**	**1061.402**	**1080.934**
Headquarters	Hazardous Waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	0	0	0	**0**
	Other types of reuse	0	0	0	**0**
	Non-hazardous waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	0	0	0	**0**
	Other types of reuse	0	0	0	**0**
	Total	**0**	**0**	**0**	**0**
Total for the Company	Hazardous Waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	51.957	68.661	53.808	**64.22792**
	Other types of reuse	0	0	0	**0**
	Non-hazardous waste				
	Preparation for reuse	0	0	0	**0**
	Recycling	250105.1	8398.812	8823.709	**7922.814**
	Other types of reuse	0	0	0	**0**

Power Plant	Waste Treatment Types Other Than Disposal	2017	2018	2019	2020
	Total	**250157.1**	**8467.473**	**8877.517**	**7987.042**

**Waste is transferred to third parties, no waste treatment is carried out on the territory of the company*

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*Total volume of waste transferred for burial**

Power Plant	Transfer of Waste to Burial	2017	2018	2019	2020
Konakovskaya GRES	Hazardous Waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	73.614	1154.782	220.579	**74.744**
	Burial	3220.771	2465.283	1344.051	**1249.78**
	Other burial methods	0	0	0	**0**
	Non-hazardous waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0	**0**
	Burial	1063.16	1124.444	3927.004	**739.421**
	Other burial methods	0	0	0	**0**
	Total	**4357.545**	**4744.509**	**5491.634**	**2063.945**
Nevinnomysskaya GRES	Hazardous Waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	165.857	601.551	19.2101	**35.5528**
	Burial	545.1896	802.0162	560.4175	**720.1235**
	Other burial methods	0	0	0	**0**
	Non-hazardous waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0.049	**0.212**
	Burial	849.921	460.4889	543.6878	**1000.882**
	Other burial methods	0	0	0	**0**
	Total	**1560.968**	**1864.056**	**1123.364**	**1756.77**

Power Plant	Transfer of Waste to Burial	2017	2018	2019	2020
Reftinskaya GRES	Hazardous Waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	331.162	231.1179	22.051	**0**
	Burial	11336.66	11505.91	6321.526	**0**
	Other burial methods	0	0	0	**0**
	Non-hazardous waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0	**0**
	Burial	4237101	4624070	3014316	**0**
	Other burial methods	0	0	0	**0**
	Total	**4248769**	**4635807**	**3020660**	**0**
Sredneuralskaya GRES	Hazardous Waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0.9217	1.2922	9.74473	**16.825**
	Burial	1210.039	1009.774	593.206	**501.13**
	Other burial methods	0	0	0	**0**
	Non-hazardous waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0	**0**
	Burial	581.568	1322.773	1994.637	**1457.897**
	Other burial methods	0	0	0	**0**
	Total	**1792.529**	**2333.839**	**2597.588**	**1975.852**
Headquarters	Hazardous Waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0	**0**
	Burial	0	0	0	**0**
	Other burial methods	0	0	0	**0**

Power Plant	Transfer of Waste to Burial	2017	2018	2019	2020
	Non-hazardous waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0	**0**
	Burial	0	0	0	**0**
	Other burial methods	0	0	0	**0**
	Total	**0**	**0**	**0**	**0**
Total for the Company	Hazardous Waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	571.5547	1988.743	271.5848	**127.1218**
	Burial	16312.66	15782.98	8819.2	**2471.033**
	Other burial methods	0	0	0	**0**
	Non-hazardous waste				
	Incineration (with power generation)	0	0	0	**0**
	Incineration (no power generation)	0	0	0.049	**0.212**
	Burial	4239596	4626978	3020781	**3198.2**
	Other burial methods	0	0	0	**0**
	Total	**4256480**	**4644750**	**3029872**	**5796.567**

**Waste is transferred for burial to third parties, no burial of waste is carried out on the territory of the company*

Consumption of auxiliary resources

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Volume of non-renewable materials used by power plant and type, tons

Material Type	Quick lime				Trivalent sodium phosphate				Resins				Ammonia				Sodium hydroxide				Sulfuric and soldering acid			
Power Plant	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	130.08	142.58	126.48	65.08	6.37	4.25	3.92	0.81	335.41	336.07	281.27	260.07	726.60	719.82	681.62	675.16
Nevinnomysskaya GRES	38.50	4.00	3.00	4.00	4.45	4.24	3.53	5.75	16.20	0.00	0.00	0.00	3.94	0.47	0.32	0.89	165.68	122.75	134.91	170.82	147.12	96.69	139.60	170.35
Reftinskaya GRES	424.06	416.66	403.32	0.00	0.00	0.00	0.00	0.00	74.60	79.42	55.00	0.00	2.42	2.41	1.80	0.00	721.32	602.00	361.60	0.00	829.80	824.56	546.30	0.00
Sredneuralskaya GRES	0.00	0.00	0.00	0.00	2.58	2.66	3.79	2.72	3.79	8.50	33.29	0.00	2.78	5.78	10.12	6.38	581.24	482.01	435.12	425.04	628.87	565.27	648.49	593.11
Headquarters	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	462.56	420.66	406.32	4.00	7.03	6.90	7.31	8.46	224.67	230.50	214.77	65.08	15.51	12.91	16.16	8.08	1,803.64	1,542.83	1,212.90	855.93	2,332.39	2,206.33	2,016.01	1,438.62

Material Type	Sodium hypochlorite				Chlorine dioxide				Ferrous sulfate (II)				Lube Oil				Dielectric oil				Other*				Total for the company			
Power Plant	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**	2017	2018	2019	**2020**
Konakovskaya GRES	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	23.39	69.10	31.88	**33.60**	13.00	77.29	147.00	**215.00**	228.60	216.64	205.21	**200.27**	1463.45	1565.74	1477.36	**1450.00**
Nevinnomysskaya GRES	7.55	7.45	4.89	**8.20**	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	39.49	44.98	21.61	**101.41**	20.00	0.00	0.00	**13.10**	90.56	145.94	152.35	**148.82**	533.47	426.52	460.21	**623.33**
Reftinskaya GRES	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	397.27	363.10	260.57	**0.00**	20.15	82.75	33.38	**0.00**	2.21	1.60	22.80	**0.00**	51.00	72.00	49.25	**0.00**	2522.83	2444.50	1734.02	**0.00**
Sredneuralskaya GRES	0.00	15.10	19.90	**46.43**	120.08	147.67	122.25	**130.96**	0.00	0.00	10.00	**0.00**	172.00	104.82	57.70	**97.60**	57.70	59.85	10.35	**88.10**	1325.78	1553.86	1222.78	**1084.18**	2894.82	2945.51	2573.79	**2474.53**
Headquarters	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	0.00	0.00	0.00	**0.00**	0.00	0.00	3.63	**2.56**	0.00	0.00	3.63	**2.56**
Total	**7.55**	**22.55**	**24.79**	**54.63**	**120.08**	**147.67**	**122.25**	**130.96**	**397.27**	**363.10**	**270.57**	**0.00**	**255.03**	**301.65**	**144.57**	**232.61**	**92.91**	**138.74**	**180.15**	**316.20**	**1,695.94**	**1,988.44**	**1,633.21**	**1,435.83**	**7,414.57**	**7,382.27**	**6,249.01**	**4,550.42**

**The "Other" types of materials include: alumina (aluminum sulfate), Polyacrylamide flocculant, crushed anthracite, mineral concentrate "Halite", MF-18K coagulant, citric acid Genesys LF saline inhibitor, Bopak coagulant Praestol 675TR flocculant, IOMS-1 inhibitor, Nalko inhibitor, calcium hypochlorite, quartz, anionite, cation exchanger, office paper.*

Social indicators

Health and safety

102-8, 403-1, 403-9

Number of man-hours worked by employees, in thousands

	2017	2018	2019	2020
Konakovskaya GRES	775.34	712.51	672.51	635.45
Nevinnomysskaya GRES	794.73	746.53	713.16	629.00
Reftinskaya GRES	1,825.42	1,756.37	1,713.61	809.00
Sredneuralskaya GRES	799.93	742.45	707.58	628.03
Headquarters	453.44	433.18	427.48	402.58
Total	**4,648.85**	**4,391.03**	**4,234.33**	**3,104.06**

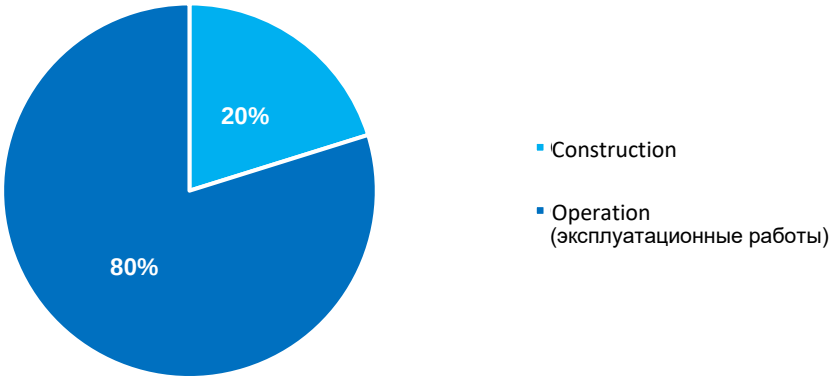
Number of man-hours worked by contractors, in thousands*

	2017	2018	2019	2020
Konakovskaya GRES	763.25	749.84	743.30	652.75
Nevinnomysskaya GRES	927.77	773.99	771.27	996.73
Reftinskaya GRES	3,492.97	5,579.12	4,777.19	1,643.04
Sredneuralskaya GRES	1,538.45	1,511.34	1,449.28	1,422.37
Headquarters	63.96	45.81	44.53	48.56
Total	**6,786.41**	**8,660.10**	**7,785.58**	**4,763.44**

** Contractors perform a majority of equipment repairs and maintenance at the power plants of the company.*

EU17

Number of man-hours worked by contractors by types of works



Human Resources

Data on Reftinskaya GRES Power Plant for the reporting year are not represented for all indicators, due to the transfer of personnel to the staff of another company in 2020 (see the section "Coal Phase Out" for details).

102-8 **405-1**

Employees by position, pers.

	Managers				Heads				Specialists				Workers				Employees total at BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	1	1	1	1	67	65	61	62	158	155	150	148	191	176	160	157	417	397	372	368

Nevinnomysskaya GRES	1	1	1	1	71	68	68	67	167	153	146	147	194	190	183	188	433	412	398	403
Reftinskaya GRES	1	1	1	0	160	160	158	0	288	279	248	0	556	577	578	0	1005	1017	985	0
Sredneuralskaya GRES	1	1	1	1	69	65	59	62	187	180	169	169	181	172	165	161	438	418	394	393
Headquarters	16	17	18	18	73	71	73	74	167	161	161	165	3	3	3	3	259	252	255	260
Total, employees	20	21	22	21	440	429	419	265	967	928	874	629	1125	1118	1089	509	2552	2496	2404	1424

Employees by educational level, pers.

	Secondary general education				Primary and secondary vocational education				Higher education				Employees total at BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	25	19	16	16	122	112	99	98	270	266	257	254	417	397	372	368
Nevinnomysskaya GRES	5	4	4	4	69	58	54	59	359	350	340	340	433	412	398	403
Reftinskaya GRES	97	97	97	0	418	422	416	0	490	498	472	0	1005	1017	985	0
Sredneuralskaya GRES	28	26	26	26	127	113	107	103	283	279	261	264	438	418	394	393
Headquarters	2	2	2	2	5	5	4	3	252	245	249	255	259	252	255	260
Total, employees	157	148	145	48	741	710	680	263	1654	1638	1579	1113	2552	2496	2404	1424

Gender breakdown of employees, pers.

	Men				Women				Employees total at BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	322	303	284	281	95	94	88	87	417	397	372	368
Nevinnomysskaya GRES	328	317	310	312	105	95	88	91	433	412	398	403
Reftinskaya GRES	779	804	774	0	226	213	211	0	1005	1017	985	0
Sredneuralskaya GRES	290	276	263	268	148	142	131	125	438	418	394	393
Headquarters	140	136	138	139	119	116	117	121	259	252	255	260
Total, employees	1859	1836	1769	1000	693	660	635	424	2552	2496	2404	1424

Employees by age, pers.

	up to 30 years old				30 - 50 years old				Over 50 years old				Employees total at BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	16	10	5	5	291	280	255	239	110	107	112	124	417	397	372	368
Nevinnomysskaya GRES	24	18	15	15	321	309	298	289	88	85	85	99	433	412	398	403
Reftinskaya GRES	111	121	120	0	728	729	695	0	166	167	170	0	1005	1017	985	0
Sredneuralskaya GRES	51	38	31	31	313	310	297	288	74	70	66	74	438	418	394	393
Headquarters	27	24	25	28	193	182	183	181	39	46	47	51	259	252	255	260
Total, employees	229	211	196	79	1846	1810	1728	997	477	475	480	348	2552	2496	2404	1424

Employees by contract type and gender, pers.

	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
	2017		2018		2019		2020	
Konakovskaya GRES	415	2	396	1	371	1	367	1
women	93	2	93	1	87	1	86	1
men	322	0	303	0	284	0	281	0
Nevinnomysskaya GRES	433	0	412	0	398	0	393	10
women	105	0	95	0	88	0	88	3
men	328	0	317	0	310	0	305	7
Reftinskaya GRES	1005	0	991	26	974	11	0	0
women	226	0	212	1	211	0	0	0
men	779	0	779	25	763	11	0	0

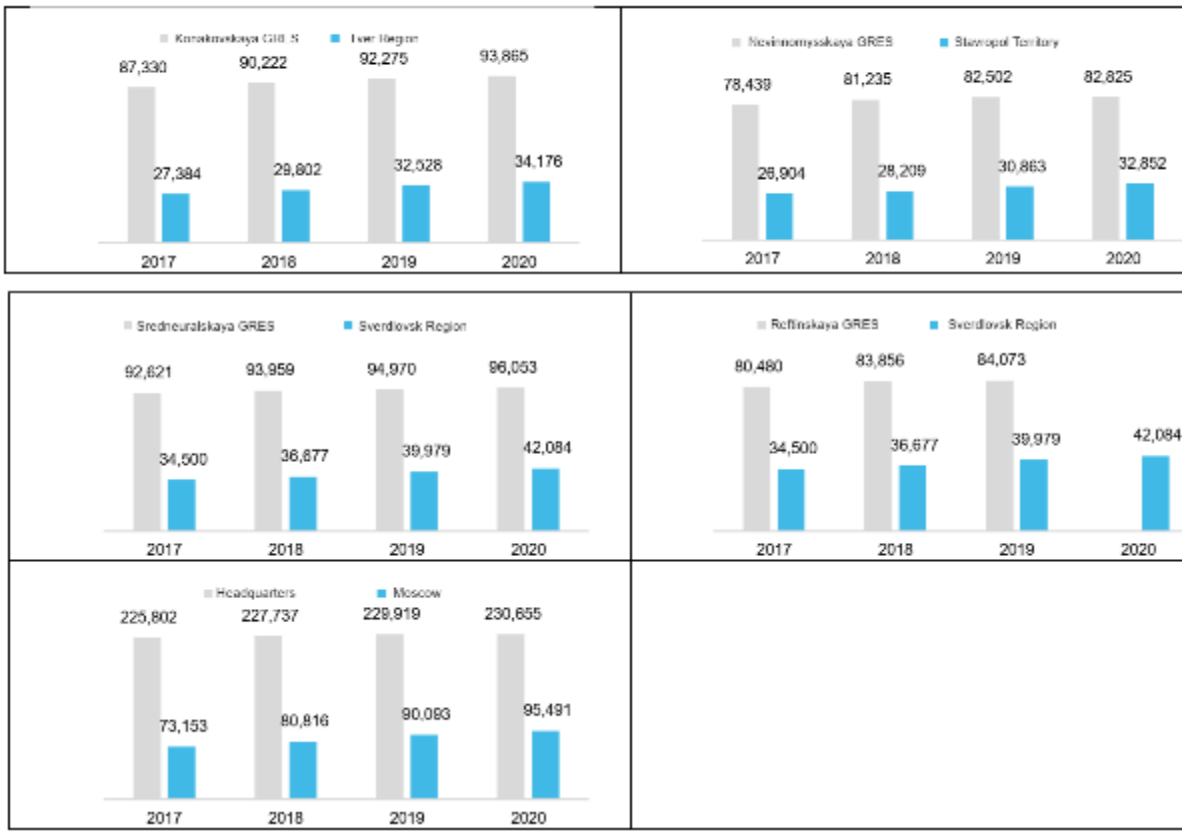
Sredneuralskaya GRES	438	0	418	0	390	4	390	3
women	148	0	142	0	131	0	124	1
men	290	0	276	0	259	4	266	2
Headquarters	251	8	247	5	249	6	255	5
women	116	3	114	2	115	2	119	2
men	135	5	133	3	134	4	136	3
Total	2542	10	2464	32	2382	22	1405	19
women	688	5	656	4	632	3	417	7
men	1854	5	1808	28	1750	19	988	12

Employees by type of employment and gender, pers.

	Total	**Partially**	**Total**	**Partially**	**Total**	**Partially**	**Total**	**Partially**
	2017		**2018**		**2019**		**2020**	
Konakovskaya GRES	416	1	396	1	371	1	367	1
women	94	1	93	1	87	1	86	1
men	322	0	303	0	284	0	281	0
Nevinnomysskaya GRES	433	0	412	0	398	0	403	0
women	105	0	95	0	88	0	91	0
men	328	0	317	0	310	0	312	0
Reftinskaya GRES	1005	0	1017	0	985	0	0	0
women	226	0	213	0	211	0	0	0
men	779	0	804	0	774	0	0	0
Sredneuralskaya GRES	436	2	416	2	393	1	391	2
women	146	2	141	1	130	1	124	1
men	290	0	275	1	263	0	267	1
Headquarters	258	1	250	2	254	1	257	3
women	118	1	115	1	117	0	119	2
men	140	0	135	1	137	1	138	1
Total	2548	4	2491	5	2401	3	1418	6
women	689	4	657	3	633	2	420	4
men	1859	0	1834	2	1768	1	998	2

202-1

Ratio of average salary at the power plants of the company and in the regions of presence, RUB*



** Due to inability to provide data on standard wages for entry-level employees, the company discloses the average salary without a breakdown by gender for each of the company's business units and gives its ratio to the average salary in the respective regions of presence. Calculation of the average salary does not include the salaries of employees classified as "Managers". The data on average salary in the regions of presence is given according to the report of the Federal State Statistics Service "Average monthly nominal accrued salary of employees by the full range of organizations by subjects of the Russian Federation in 2013–2019".*

401-1

Total number of new employees during the reporting period, pers.

	up to 30 years old				30 - 50 years old				Over 50 years old				Employees total at BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	1	1	1	3	0	1	1	7	4	4	1	1	5	6	3	11
women	0	1	0	1	0	1	1	3	4	3	0	0	4	5	1	4
men	1	0	1	2	0	0	0	4	0	1	1	1	1	1	2	7
Nevinnomysskaya GRES	4	2	4	3	4	9	6	13	0	1	1	4	8	12	11	20
women	0	1	0	0	1	6	2	3	0	1	1	2	1	8	3	5
men	4	1	4	3	3	3	4	10	0	0	0	2	7	4	8	15
Reftinskaya GRES	28	48	39	6	39	40	22	9	3	4	5	0	70	92	66	15
women	2	3	2	1	12	3	3	3	3	2	5	0	17	8	10	4
men	26	45	37	5	27	37	19	6	0	2	0	0	53	84	56	11
Sredneuralskaya GRES	9	6	9	8	14	15	14	13	0	0	2	3	23	21	25	24
women	3	3	2	0	5	7	2	7	0	0	0	3	8	10	4	10
men	6	3	7	8	9	8	12	6	0	0	2	0	15	11	21	14
Headquarters	9	9	9	5	7	14	5	5	0	1	1	2	16	24	15	12
women	8	4	7	1	4	7	2	4	0	0	0	0	12	11	9	5
men	1	5	2	4	3	7	3	1	0	1	1	2	4	13	6	7
Total, employees	51	66	62	25	64	79	48	47	7	10	10	10	122	155	120	82
women	13	12	11	3	22	24	10	20	7	6	6	5	42	42	27	28
men	38	54	51	22	42	55	38	27	0	4	4	5	80	113	93	54

Total number and the turnover rate for the reporting period, by age group, gender and region, persons*

	Fired employees				Average number of employees of the organization for the year				Turnover rate			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	26	26	27	14	421.42	403.66	385.20	366.91	6.2%	6.4%	7.0%	3.8%
women	9	7	6	5	92.52	89.27	89.29	86.12	9.7%	7.8%	6.7%	5.8%
men	17	19	21	9	328.90	314.39	295.91	280.79	5.2%	6.0%	7.1%	3.2%
Nevinnomysskaya GRES	20	32	24	18	429.72	416.30	397.29	390.96	4.7%	7.7%	6.0%	4.6%
women	7	17	10	2	97.40	91.01	84.42	82.15	7.2%	18.7 %	11.8 %	2.4%
men	13	15	14	16	332.32	325.29	312.87	308.81	3.9%	4.6%	4.5%	5.2%
Reftinskaya GRES	102	77	98	61	1 022.28	1 000.88	985.57	478.87	10.0 %	7.7%	9.9%	12.7 %
women	26	20	13	13	227.57	213.72	203.99	99.02	11.4 %	9.4%	6.4%	13.1 %
men	76	57	85	48	794.71	787.16	781.58	379.85	9.6%	7.2%	10.9 %	12.6 %
Sredneuralskaya GRES	35	41	47	25	437.01	417.95	397.65	390.37	8.0%	9.8%	11.8 %	6.4%
women	7	16	15	16	138.67	135.13	128.20	123.05	5.0%	11.8 %	11.7 %	13.0 %
men	28	25	32	9	298.34	282.82	269.45	267.32	9.4%	8.8%	11.9 %	3.4%
Headquarters	26	35	16	12	249.15	242.93	247.33	248.32	10.4 %	14.4 %	6.5%	4.8%
women	15	15	8	3	102.40	102.53	108.85	111.50	14.6 %	14.6 %	7.3%	2.7%
men	11	20	8	9	146.75	140.40	138.48	136.82	7.5%	14.2 %	5.8%	6.6%
Total, employees	209	211	212	130	2 559.59	2 481.72	2 413.04	1875.43	8.2%	8.5%	8.8%	6.9%

	Fired employees				Average number of employees of the organization for the year				Turnover rate			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
women	64	75	52	39	658.57	631.66	614.75	501.84	9.7%	11.9 %	8.5%	7.8%
men	145	136	160	91	1 901.02	1 850.06	1 798.29	1373.59	7.6%	7.4%	8.9%	6.6%

** In the reporting year, we adjusted the methodology for calculating the turnover by plants and by company. We also applied this approach to data for 2017-2018 to ensure comparability.*

401-3

Total number of employees taking parental leave, by gender for the reporting period, pers.

	2017	2018	2019	2020
Konakovskaya GRES	5	3	3	4
women	5	3	3	4
men	-	-	-	-
Nevinnomysskaya GRES	11	10	9	3
women	11	10	9	3
men	-	-	-	-
Reftinskaya GRES	8	8	10	-
women	8	8	10	-
men	-	-	-	-
Sredneuralskaya GRES	11	9	7	3
women	11	8	7	3
men	-	1	-	-
Headquarters	19	12	7	10
women	19	12	7	10
men	-	-	-	-
Total	**54**	**42**	**36**	20
women	**54**	**41**	**36**	20
men	**-**	**1**	**-**	-

Total number of employees returning to work during the reporting period after the end of parental leave, by gender, pers.

	2017	2018	2019	2020
Konakovskaya GRES	3	2	1	2
including women	3	2	1	2
including men	-	-	-	-
Nevinnomysskaya GRES	3	5	2	6
including women	3	5	2	6
including men	-	-	-	-
Reftinskaya GRES	7	4	2	-
including women	7	4	2	-
including men	-	-	-	-
Sredneuralskaya GRES	1	3	1	5
including women	1	3	-	5
including men	-	-	1	-
Headquarters	4	6	9	5
including women	4	6	9	5
including men	-	-	-	-
Total	**18**	**20**	**15**	18
including women	**18**	**20**	**14**	18
including men	**-**	**-**	**1**	-

Total number of employees returning to work after the end of the parental leave who still worked 12 months after their return to work, by gender, persons

	2017	2018	2019	2020
Konakovskaya GRES	-	3	2	1
including women	-	3	2	1
including men	-	-	-	-
Nevinnomysskaya GRES	-	3	3	2
including women	-	3	3	2
including men	-	-	-	-
Reftinskaya GRES	-	7	4	-
including women	-	7	4	-
including men	-	-	-	-
Sredneuralskaya GRES	-	1	2	-
including women	-	1	2	-
including men	-	-	-	-
Headquarters	-	2	5	6
including women	-	2	5	6
including men	-	-	-	-
Total	**-**	**16**	**16**	9
including women	**-**	**16**	**16**	9
including men	**-**	**-**	**-**	-

404-1

Total staff training hours at the end of the year by job, h

	Managers				Heads				Specialists				Workers				Total training hours in BU			
	2017	2018	2019	**2020**	**2017**	2018	2019	**2020**	**2017**	2018	2019	**2020**	**2017**	2018	2019	**2020**	**2017**	2018	2019	2020
Konakovskaya GRES	216.0	855.0	69.0	33.00	61.6	25.9	48.9	29.12	23.6	23.1	35.2	40.33	12.1	26.9	56.4	44.39	24.9	27.3	46.6	40.15
Nevinnomysskaya GRES	80.0	127.0	92.7	19.00	60.1	44.8	88.2	104.86	35.6	41.6	95.8	42.15	194.6	86.2	133.7	93.63	111.0	62.9	111.9	76.53
Reftinskaya GRES	167.0	121.0	111.0	-	31.0	24.0	54.9	-	23.8	24.7	40.9	-	24.5	42.0	57.3	-	25.5	34.5	52.9	-
Sredneuralskaya GRES	209.0	259.0	100.0	45.50	69.1	88.9	90.9	81.31	33.3	49.1	46.4	64.37	57.1	107.7	81.8	42.98	49.2	79.9	68.0	58.23
Headquarters	65.8	133.4	108.6	12.36	54.4	73.3	59.3	44.17	45.3	49.0	37.6	26.01	5.3	-	-	-	48.7	60.9	48.4	29.93
Average annual training hours	**86.3**	172.9	105.8	15.24	50.2	45.6	65.3	64.68	31.4	36.2	49.5	43.46	56.9	57.1	73.6	61.87	46.3	48.3	63.7	53.57

*Average annual training hours, hours per employee by gender **

	Women				Men				Total training hours in BU			
	2017	2018	2019	**2020**	**2017**	2018	2019	**2020**	**2017**	2018	2019	2020
Konakovskaya GRES	30.72	27.85	52.39	38.49	23.18	27.14	44.86	40.67	24.90	27.31	46.64	40.15
Nevinnomysskaya GRES	69.86	108.47	98.41	26.47	124.11	49.23	115.74	91.14	110.95	62.89	111.91	76.53
Reftinskaya GRES	17.83	31.71	43.64	-	27.70	35.25	55.39	-	25.48	34.51	52.87	-
Sredneuralskaya GRES	43.02	66.83	71.34	51.11	52.32	86.60	66.39	61.56	49.18	79.89	68.03	58.23
Headquarters	34.86	97.38	53.13	32.58	60.41	29.84	44.36	27.63	48.67	60.93	48.38	29.93
Average annual training hours	35.78	61.31	59.91	37.94	50.23	43.64	65.05	60.20	46.31	48.31	63.69	53.57

** The data for 2017-2020 has been adjusted. The correction is related to a technical error made in the previous report.*

404-3

*Share of employees receiving regular feedback on the results of work as to career development during the reporting period, by position**

	Managers				Heads				Specialists				Workers				Total in BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	-	100%	100%	100%	-	100%	100%	98%	-	94%	100%	99%	-	93%	100%	99%	-	94%	100%	99%
Nevinnomysskaya GRES	-	100%	100%	100?	-	100%	100%	99%	-	93%	98%	95%	-	93%	89%	89%	-	94%	94%	93%
Reftinskaya GRES	-	100%	100%	-	-	98%	94%	-	-	94%	100%	-	-	93%	77%	-	-	94%	86%	-
Sredneuralskaya GRES	-	100%	100%	100%	-	100%	100%	95%	-	94%	99%	96%	-	93%	99%	96%	-	94%	99%	96%
Headquarters	-	100%	100%	89%	-	100%	100%	92%	-	94%	100%	93%	-	100%	100%	100%	-	96%	100%	93%
Total share of employees	**-**	**100%**	**100%**	**100%**	**-**	**99%**	**98%**	**96%**	**-**	**94%**	**100%**	**96%**	**-**	**93%**	**86%**	**94%**	**-**	**95%**	**93%**	**95%**

*Share of employees receiving regular feedback on the results of work as to career development during the reporting period, by gender**

	Women				**Men**				**Employees total at BU**			
	2017	**2018**	**2019**	**2020**	**2017**	**2018**	**2019**	**2020**	**2017**	**2018**	**2019**	**2020**
Konakovskaya GRES	-	91%	100%	99%	-	95%	100%	99%	-	94%	100%	99%

Nevinnomysskaya GRES	-	92%	93%	84%	-	95%	95%	96%	-	94%	94%	93%
Reftinskaya GRES	-	92%	82%	-	-	95%	87%	-	-	94%	86%	-
Sredneuralskaya GRES	-	92%	98%	94%	-	96%	100 %	97%	-	94%	99%	96%
Headquarters	-	91%	100 %	88%	-	100 %	100 %	97%	-	96%	100 %	93%
Total share of employees	**-**	**92%**	**93%**	**91%**	**-**	**96%**	**93%**	**97%**	**-**	**95%**	**93%**	**95%**

** The process does not involve employees on maternity leave, maternity leave, employees on long-term sick leave, or employees who have worked for less than three months during the campaign period. The number of employees took part in the feedback process during the year is aligned with the number of employees at the end of the year.*

405-1

Executive staff by gender and age, pers.*

	30 - 50 years old				Over 50 years old				Total executives at BU			
	2017	2018	2019	2020	2017	2018	2019	2020	2017	2018	2019	2020
Konakovskaya GRES	1	1	1	1	-	-	-	0	1	1	1	1
women	-	-	-	0	-	-	-	0	-	-	-	0
men	1	1	1	1	-	-	-	0	1	1	1	1
Nevinnomysskaya GRES	1	1	1	1	-	-	-	0	1	1	1	1
women	-	-	-	0	-	-	-	0	-	-	-	0
men	1	1	1	1	-	-	-	0	1	1	1	1
Reftinskaya GRES	1	1	1	0	-	-	-	0	1	1	1	0
women	-	-	-	0	-	-	-	0	-	-	-	0
men	1	1	1	0	-	-	-	0	1	1	1	0
Sredneuralskaya GRES	1	1	1	1	-	-	-	0	1	1	1	1
women	-	-	-	0	-	-	-	0	-	-	-	0
men	1	1	1	1	-	-	-	0	-	-	-	1
Headquarters	15	17	17	18	3	3	4	5	18	20	21	23
women	3	4	5	6	1	-	-	0	4	4	5	6
men	12	13	12	12	2	3	4	5	14	16	16	17
Total number of executives	19	21	21	21	3	3	4	5	22	24	25	26
women	3	4	5	6	1	-	-	0	4	4	5	6
men	16	17	16	15	2	3	4	5	18	20	20	20

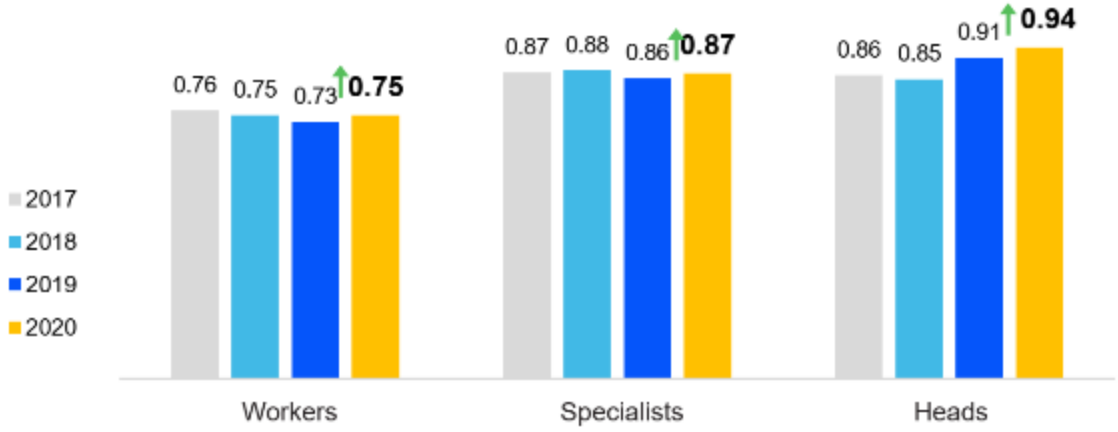
**This category includes senior employees of the first line reporting to the General Director of the company. As of 2017-2019, the company had no employees in senior positions in the age group under 30*

405-2

The ratio of women's income to men's income, by categories and company power plants

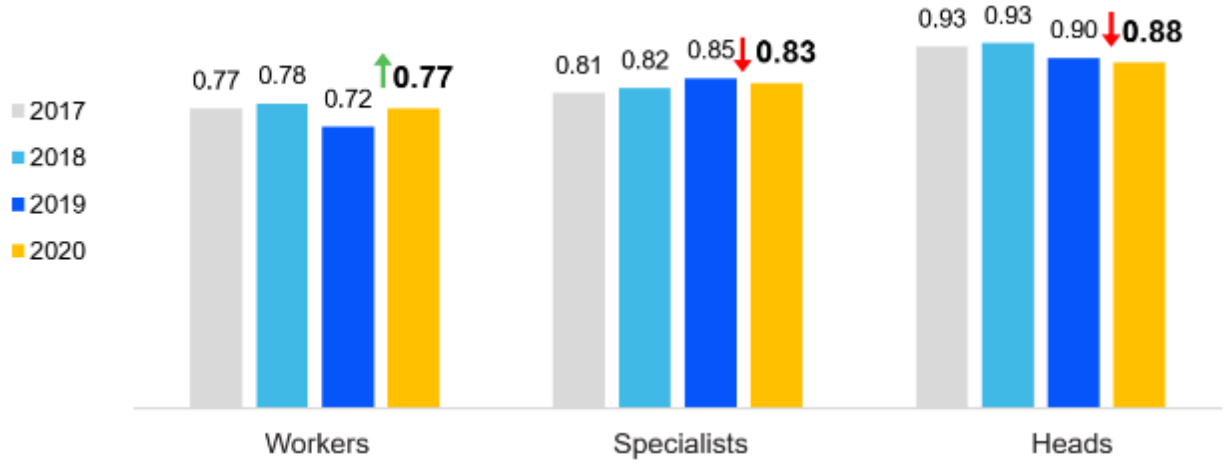
Only male employees worked at the power plants in the category “managers” and at the headquarters in the category “workers” in 2017-2019, and therefore the ratio for this category is not presented.

Konakovskaya GRES



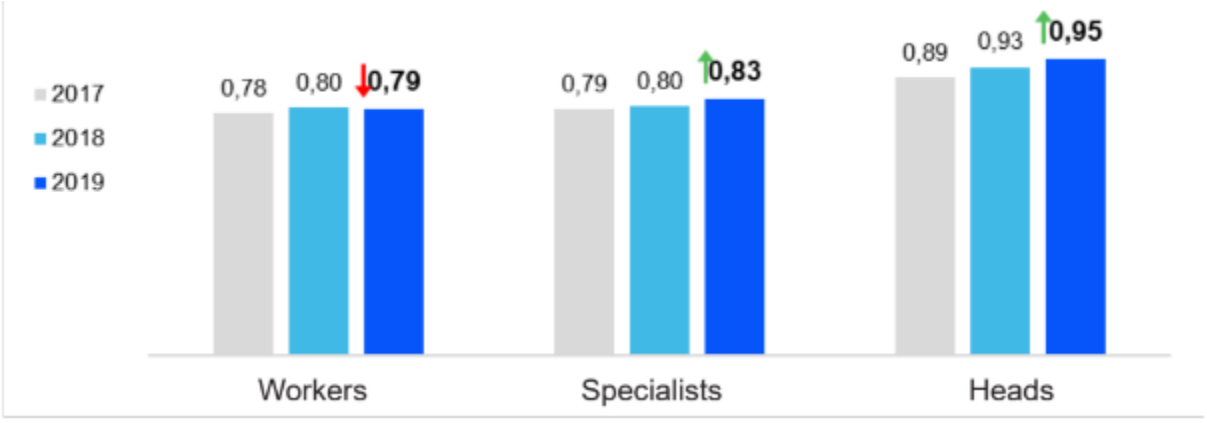
↑- Reduction of the salary gap between women and men
↓-Increase of the salary gap between women and men

Nevinnomysskaya GRES



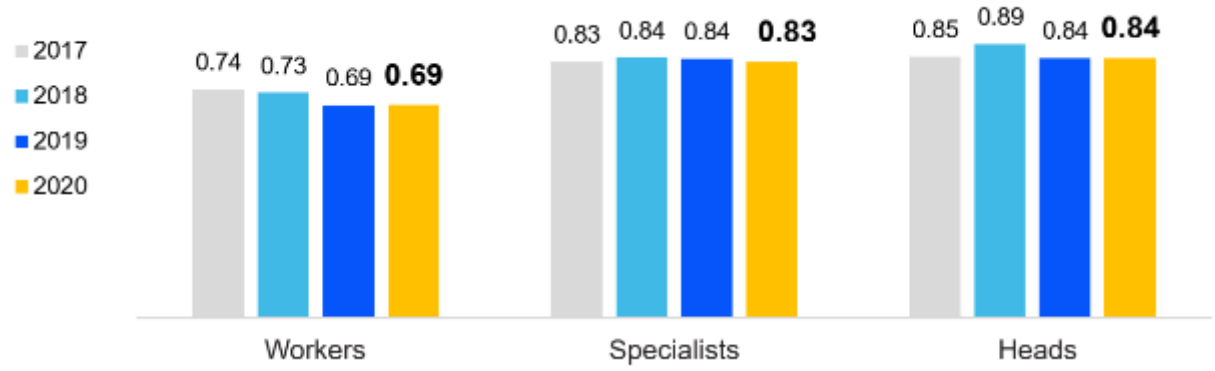
↑- Reduction of the salary gap between women and men
↓ - Increase of the salary gap between women and men

Reftinskaya GRES



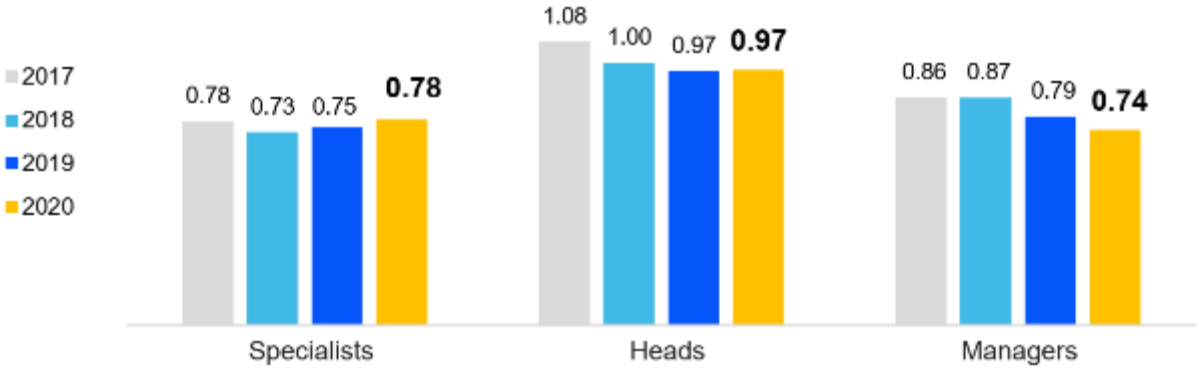
↑- Reduction of the salary gap between women and men
↓ - Increase of the salary gap between women and men

Sredneuralskaya GRES



↑- Reduction of the salary gap between women and men
↓ - Increase of the salary gap between women and men

Headquarters



↑- Reduction of the salary gap between women and men
↓ - Increase of the salary gap between women and men

EU15

Percentage of employees of the total headcount eligible for retirement over the next 5 years as of 2020

	Managers	Heads	Specialists	Workers	Total
Konakovskaya GRES	0%	5%	5%	3%	4%
Nevinnomysskaya GRES	0%	10%	2%	10%	7%
Reftinskaya GRES	-	-	-	-	-
Sredneuralskaya GRES	0%	2%	4%	1%	2%
Headquarters	0%	3%	4%	0%	3%
Total	0%	5%	4%	5%	4%

Percentage of employees of the total headcount eligible for retirement over the next 10 years as of 2020

	Managers	Heads	Specialists	Workers	Total
Konakovskaya GRES	0%	6%	18%	10%	13%
Nevinnomysskaya GRES	0%	16%	12%	15%	14%
Reftinskaya GRES	-	-	-	-	-

Sredneuralskaya GRES	0%	5%	11%	8%	9%
Headquarters	0%	7%	10%	33%	9%
Total	0%	9%	13%	12%	11%

Company
Full name: Public Joint-Stock Company Enel Russia
Short name: PJSC Enel Russia
Previous names: Open Joint-stock Company Fifth Generation Company of the Wholesale Electricity Market (OJSC OGK-5); Open Joint-Stock Company Enel OGK-5 (OJSC Enel OGK-5); Open Joint Stock Company Enel Russia (OJSC Enel Russia)
Location of the company: Yekaterinburg
Company address: 10 Khokhryakova Str., Yekaterinburg 620014, Sverdlovsk Region, Russian Federation
Postal address: 7 Pavlovskaya Str., bldg. 1, Moscow 115093, Russia
Phone: +7 (495) 539-31-31
Fax: +7 (495) 539-31-48
E-mail address: office.russia@enel.com
Web site (web-sites) where information about the company is presented: https://www.enelrussia.ru

Power plants of PJSC Enel Russia
Headquarters, 7 Pavlovskaya Street, bldg 1, Moscow, 115093, Russian Federation
Konakovskaya GRES power plant, 12 Promyshlennaya Street, Konakovo 171252, Tver region, Russian Federation
Nevinnomysskaya GRES power plant, 2 Energetikov Str., Nevinnomyssk 357107, Stavropol Territory, Russian Federation
Reftinskaya GRES power plant, Reftinskiy settlement 624285, Asbest town, Sverdlovsk region, Russian Federation
Sredneuralskaya GRES power plant, 2 Lenina Street, Sredneuralsk 624070, Sverdlovsk Region, Russian Federation,

Depositary bank
Title: The bank of New York Mellon
Location: One Wall Street, New York, New York 10286, USA
Website; www.bnymellon.com

Registrar

Full name: Joint Stock Company Independent Registrar Company R.O.S.T.
Short name: JSC IRC-R.O.S.T.
Location18 Stromynka Street, building 5B, premises IX, Moscow 107076, Moscow
Phone: +7 (495) 989-76-50, +7(495) 780-73-63
Website; http://rrost.ru/

Auditor
Full company name: Joint Stock company KPMG
Abbreviated company name: JSC KPMG
Location: Presnenskaya Naberezhnaya, 10, Block C, Naberezhnaya Tower Complex, Moscow, 123112, Russia
Phone: +7 495 937 4477
Website: https://home.kpmg/ru/ru/home.html

GLOSSARY

102-5

OGK-5 JSC, OJSC Enel OGK-5, OJSC Enel Russia, PJSC Enel Russia, company, Issuer — Public Joint-Stock Company Enel Russia
Azovskaya WPS, Azovskaya WPP, Azov wind farm, Azov WPP- Azovskaya wind farm
Kolskaya WPS, Kolskaya WPP, Kola wind farm, Kola WPP - Kolskaya wind farm
Headquarters (HQ) — Headquarters, PJSC Enel Russia
Konakovskaya GRES (KGRES) — Konakovskaya GRES power plant of PJSC Enel Russia
Nevinnomysskaya GRES (NGRES) — Nevinnomysskaya GRES power plant of PJSC Enel Russia
Reftinskaya GRES (RGRES) - depending on the context, Reftinskaya GRES power plant of PJSC Enel Russia, or the property constituting Reftinskaya GRES, in its respect the sales transaction was completed
Sredneuralskaya GRES (SUGRES) — Sredneuralskaya GRES power plant of PJSC Enel Russia

Charter – Charter of PJSC Enel Russia, approved by decision of the annual General Shareholders Meeting, minutes No. 1/20 dated 19.06.20 (unless otherwise specified in the context of this report).

Regulation on the order of preparation and holding the General Shareholders' Meeting - Regulation on the order of preparation and holding the General Shareholders' Meeting of OJSC Enel OGK-5, approved by decision of the annual General Shareholders Meeting, minutes No. 1/12 dated 20.06.12.

Regulation on the procedure for convening and holding of meetings of the company's Board of Directors - Regulation on the procedure for convening and holding of meetings of the company's Board of Directors, approved by decision of the annual General Shareholders Meeting of PJSC Enel Russia, minutes No. 1/20 dated 19.06.2020.

Regulation on the Committees of the Board of Directors - Regulation on the Committees of the Board of Directors of PJSC Enel Russia, approved by decision of the Board of Directors, minutes No. 10/19 dated 26.06.19.

Regulation on Corporate Secretary - Regulation on Corporate Secretary of PJSC Enel Russia, approved by decision of the Board of Directors, minutes No. 8/16 dated 29.09.2016

Regulation on the Executive Board – Regulation on the Executive Board of PJSC Enel Russia, approved by decision of the General Shareholders Meeting of PJSC Enel Russia, minutes No. №1/20 dated 19.06.2020

Internal Control and Risk Management Policy - Internal Control and Risk Management Policy, approved by decision of the Board of Directors of PJSC Enel Russia, minutes No. 14/18 dated 21.12.18.

Regulation on Internal Audit Department - Regulation on the Internal Audit Department of PJSC Enel Russia, approved by decision of the Board of Directors of PJSC Enel Russia, minutes No. 8/16 dated 29.09.16

Regulation on payment of remunerations and compensations to the members of the Board of Directors and Committees of the Board of Directors - Regulation on payment of remunerations and compensations to the members of the Board of Directors and Committees of the Board of Directors approved by the annual General Shareholders' Meeting of PJSC Enel Russia, minutes No. 1/19 dated 18.06.2019

The policy for remuneration and reimbursement of expenses (compensation) of the members of executive bodies and other key executives - Policy on remuneration and reimbursement of expenses (compensations) of the members of the executive bodies and other key managers of Public Joint Stock Company Enel Russia approved by the Board of Directors of PJSC Enel Russia, minutes No. 13/20 dated 29.10.20

Regulation on Dividend Policy - Regulation on Dividend Policy approved by the decision of the Board of Directors of PJSC Enel Russia. minutes No. 6/17 dated 04.05.17

Regulation on the Information Policy - Regulation on information policy of PJSC Enel Russia approved by the decision of the Board of Directors, minutes No. 14/20 dated 26.11.20

ALMP - accident localization and management plan

API - application programming interfaces
ARETU - All-Russian electrical trade union
BM - balancing market
CCGT - combined cycle gas turbine unit
CD - Civil Defense
CHPP combined heat and power plant
CII - Critical Information Infrastructure
Corporate Governance Code — The Corporate Governance Code recommended for application by letter of the Bank of Russia No. 06-52/2463 dated April 10, 2014
COSO - The Committee of Sponsoring Organizations of the Treadway Commission
CSA - Capacity Supply Agreements
CSV - creating shared value
DAM - day ahead market
E - Emergency
EGSM - Extraordinary General Shareholders' Meeting
Efficiency - efficiency factor
EPD - Environmental Product Declaration
ESG - Ecology, Social Responsibility and Corporate Governance
FPF - fish protection facilities
FZ - Federal law
GRES - state regional power plant
GRI - Global Reporting Initiative
HPP - hydro-electric power plant
HV line - high voltage power transmission line
H&S - Health and Safety
HSEQ - Health, Safety, Environment and Quality
IFRS - international financial reporting standards
IoT - Internet of Things
IPS - Interconnected Power System
KPI - key performance indicators
LC RF - Labor Code of the Russian Federation
Media - mass media
OSRP - oil spill response plan
NPP - nuclear power plant
RC - regulated contracts
RES - renewable energy sources
RF - Russian Federation, Russia
SDG - Sustainable Development Goals
SMP - Safety Moving Pool
UES - Unified Energy System
UN - United Nations
WT - wind turbine
WECM - wholesale electricity and capacity market

Financial indicators:
EBITDA – analytical indicator calculated as «Operating profit» plus «Depreciation and amortisation of property, plant and equipment and intangible assets», «Allowance for expected credit losses of trade and other receivables» (all data taken from audited IFRS financial statements)
Ordinary EBIT – analytical indicator calculated as «Operating profit» adjusted for operations that are considered as not ordinary for the company in the period. In this report, for 2019 operating profit the following adjustments were used: Impairment of property, plant and equipment of Reftinskaya GRES, as well as recalculation of various provisions related to this power plant, due to its disposal. In this report, for 2020 operating profit the following adjustments were used: Provision related to the risks of penalties for the delay in the commissioning of wind farms due to a number of "force majeure" circumstances, caused by the spread of the coronavirus pandemic, as well as and impairment loss of property, plant and equipment are excluded from operating income.Ordinary net income – analytical indicator calculated as «Profit for the year» adjusted for operations that are considered as not ordinary for the company in the period. In this report, for the profit for 2019 the following adjustments were used: Impairment of property, plant and equipment of Reftinskaya GRES, recalculation of various provisions related to this power plant, as well as related deferred tax, due to its disposal. In this report, for the profit

for 2020 the following adjustments were used: Provision related to the risks of penalties for the delay in the commissioning of wind farms due to a number of "force majeure" circumstances, caused by the spread of the coronavirus pandemic, as well as impairment loss of property, plant and equipment are excluded from operating income, both after effective tax rate being applied.

Measurement Units:
kWh (kilowatt·hour), MWh (megawatt·hour), GWh (gigawatt·hour), TWh (terawatt·hour) - generated power measurement unit
kW (kilowatt), MW (megawatt), GW (gigawatt) - capacity measurement unit
Gcal (gigacalorie) - heat measurement unit
Gcal/h (gigacalorie/hour) - heat output measurement unit