









Sustainability Plan 2023

EL5-Energo PJSC

| Reading guide

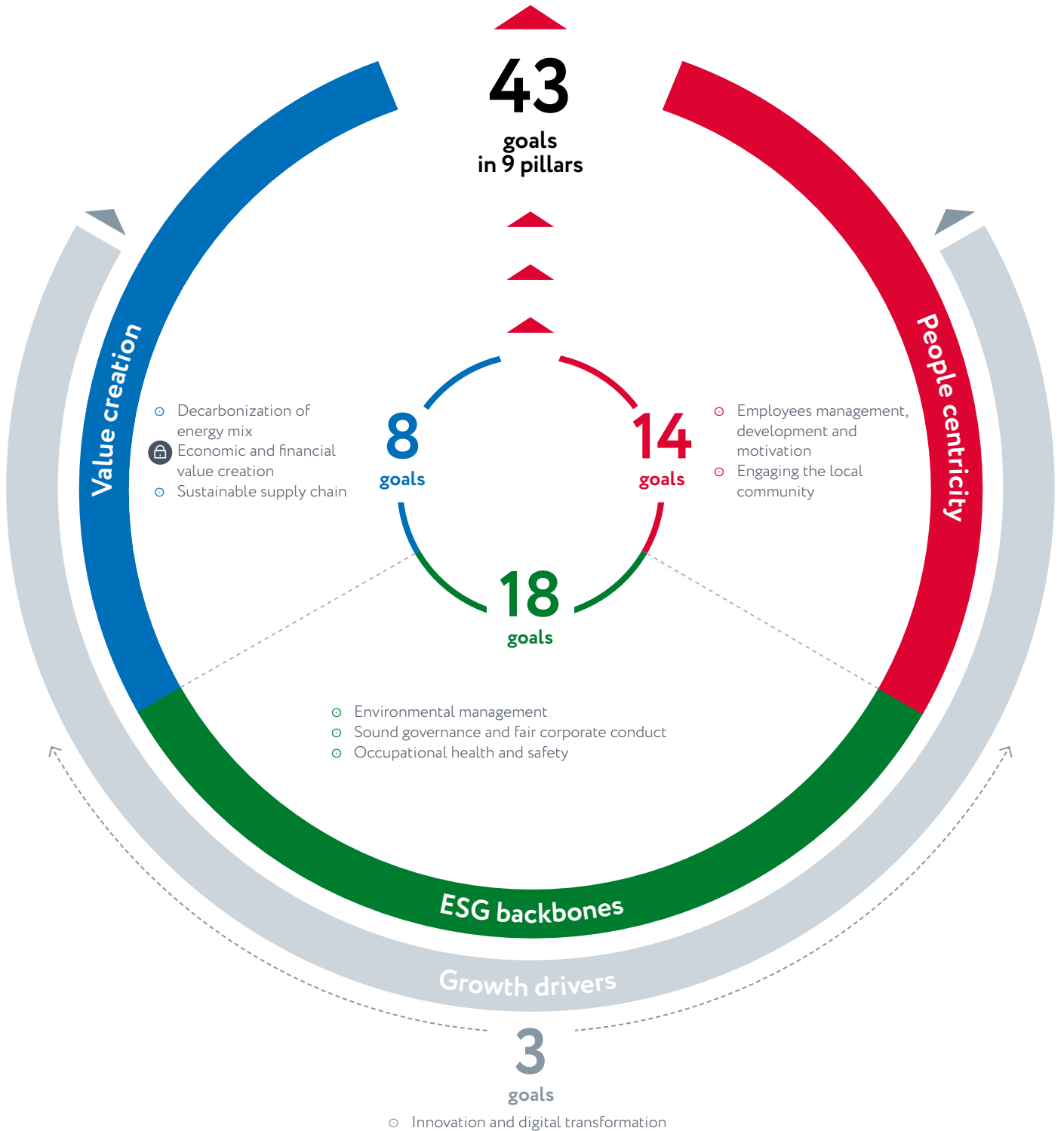
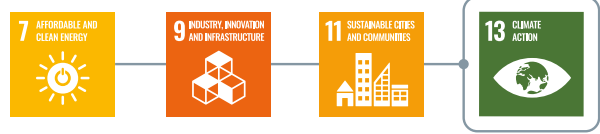
Legend and basic notations used in the Plan¹

-  New target included in the Plan
-  The target has undergone a redefinition in one of the following: activity (content or wording), calculation methodology, transformation into public target from being internal
-  The target has been redefined from qualitative to quantitative
-  The target has been revised, upwards (green) or downwards (red), depending on curve's projections
- N/A** New target, results for 2022 are not available
-  Target is calculated based on the Company's business plan
-  Internal target not to be disclosed publicly

¹ All changes are referenced to the Sustainability Plan 2022–2024 (disclosed in the 2021 Sustainability Report).

Strategic vectors for sustainability















Contribution to the 2030 Agenda for Sustainable Development with a focus on the SDGs



Generating sustainable energy for economic growth and prosperity for future generations

ESG backbones






E Environmental management

Activity	Result 2022	Target 2023	UN SDG
 Specific fuel consumption reduction  g/kWh	311.1	315.6	 
 Reduction of specific water consumption for production needs  m ³ /kWh	0.316	0.304	 
 Share of recovered and neutralized waste¹ %, at least	N/A	50	
 Circular economy initiatives projects per year	0	1	
Reduction of paper consumption reduction of the pages printed, %	4	-4	
Engagement of the cities in the circular economy projects and initiatives number of new cities joined the project	0	1	

¹ The ratio of the amount of recovered and neutralized waste during the year to the total amount of waste transferred for recovery, neutralization, placement (disposal) to third parties and placed (disposed) at own placement (disposal) facilities.

ESG backbones


















S Occupational health and safety

Activity	Result 2022	Target 2023	UN SDG
LTIFR reduction	0	0	
 Growing the culture, awareness and engagement of the Company's employees and contractors with respect to health and safety issues	Proactive level ¹	Proactive level ¹	
 Contractor health and safety compliance inspections number of inspections per 1,000 hours worked	N/A	At least 3	

¹ According to Patrick Hudson Safety Culture Ladder.

ESG backbones

G Sound governance and fair corporate conduct

Activity	Result 2022	Target 2023	UN SDG
Compliance with the Profile (Target Model) of the Board of Directors	Profile of the Board of Directors was approved. Applied for nomination of candidates to the Board of Directors	Aim to comply with the Board of Directors' Target Model when nominating candidates to the Board of Directors	
Induction Plan – structured induction program for newly elected directors	Activities for the familiarization and induction of newly elected members of the Board of Directors were carried out	Induction Plan – structured induction program for newly elected directors	
Compliance with the Corporate Governance Code (CGC)	Full compliance with 89% of recommendations of the Corporate Governance Code	Full compliance with at least 85% of the recommendations of the Corporate Governance Code	
 Relaunch of the human rights assessment procedure	Updating the methodology, development of internal documents in the field of human rights		  
 Human rights training for employees %	17.45¹	Development of a new training format	  
 ISO and Anti-Corruption Management System certification certificates obtained	The results of the report to the Board of Directors were summarized. Training for employees was conducted. Post-certification audits were cancelled due to the termination of support by external auditors	Conducting an external certification audit on IMS and Anti-Corruption Management System: step 1; step 2; obtaining certificates	
 Ensuring the quality of work performed during maintenance/reconstruction of equipment number of inspections completed by AQSG ²	N/A	1.485	
 Implementation of the plan for updating the procedures of the HSEQ&E³ %	N/A	Actualization of 13 procedures for the Health, Safety, Environment, Quality and Energy Efficiency	
 Conducting internal audits at production facilities number of audits	N/A	6	

















1 With a focus on gender and age equality.

2 Additional Quality Support Group.

3 Health, Safety, Environment, Quality and Energy Efficiency.

People centricity

S Employees management, development & motivation





Activity	Results 2022	Target 2023	UN SDG
<p>Developing a diversity and inclusion culture in the Company, supporting employee health and well-being number of activities, at least</p>	1	3	
<p> Climate survey % of participation</p>	63	66	
<p> Engagement level assessment % of engagement</p>	N/A	65	
<p> Women in management %, including top management positions</p>	23.0	23.5	
<p> Training hours minimum guaranteed hours per employee/year, at least</p>	70	52	
<p> Number of managers involved in internal training and development activities¹ % of managers involved</p>	10	15	
<p>Assessment and feedback process % of employees evaluated</p>	100	100	
<p> Share of high-potential employees involved in additional training and development programs, including cross-functional initiatives % of employees</p>	20	25	
<p> Personnel Succession Planning for key management positions² %</p>	100	100	

1 Internal mentors, coaches (within a year from the total number of managers).

2 1st and 2nd lines reporting to General Director.






People centricity

S Engaging the local community

Activity	Result 2022	Target 2023	UN SDG
<p>SDG-linked support to communities number of beneficiaries, ths of people, at least</p>	123.3	75	
<p>Launch of a revised program of employee involvement in corporate volunteering projects % of involved employees</p>	Program development	Program launch	
<p>Increase of local social partners' involvement in the Community Support & Development program by 20% applications per year</p>	25	30	
<p>Increase of employee participation in the Community Support & Development program by 50% applications per year</p>	3	5	







Value creation

E Decarbonization of energy mix

Activity	Result 2022	Target 2023	UN SDG
Renewable capacity installed MW	260.49	291	 
 CO ₂ emissions intensity g/kWh	438	448	
Climate strategy & climate risks	TCFD reporting (partial disclosure), climate risks identified	Draft of Climate agenda governance roadmap	





Value creation

S Sustainable supply chain

Activity	Result 2022	Target 2023	UN SDG
<p>☆ Small and medium-sized enterprises, including subcontracted SMEs costs as a percentage of total procurement budget %, at least</p>	N/A	25	 
<p>☆ Percentage of direct contracts with small and medium-sized enterprises %, at least</p>	N/A	20	 
<p>☆ Application of the Sustainability Criteria in supplier qualification %</p>	100	100	 

Growth drivers

G Innovation and digital transformation

Activity	Result 2022	Target 2023	UN SDG
Dissemination of digital skills among employees number of new "digital sustainability" initiatives, at least	4	1	
 Transition to national application software % from all application software	N/A	5	
 Implementation of a financial document management system	N/A	Yes	