



Polyus: the Pole of Responsibility

Sustainability Report

2024

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Overview

Polyus today

Polyus is the leading gold miner in Russia and a major global mining player. According to an internationally recognized classification, as at December 31, 2024, Polyus has 105 million ounces of Proved and Probable gold reserves. The Company makes a significant contribution to the development of the gold mining industry by introducing advanced technologies, enhancing employee expertise, setting standards, boosting production output, investing in exploration and attracting investments to the sector. In its regions of operations, Polyus generates employment opportunities, contributes tax revenues, develops infrastructure, supports social initiatives, partners with local communities and ensures environmental improvements. By implementing ESG principles and embracing responsible business practices, the Company establishes a solid foundation for sustainable growth.

OUR MISSION

Polyus is the etalon of gold mining. We help our country to create wealth and make technological advances through gold mining. We strive to do this in the most productive and efficient way possible while delivering value to our shareholders, taking care of occupational safety and protecting the environment. The result of our hard work is a universal benchmark of value that has withstood the test of time.



Values are the foundation of Polyus' corporate culture; they shape our strategy, business approach and stakeholder relationships. All Company employees adhere to these guidelines in their day-to-day activities.

Executive statement

GRI 2-22

Polyus has a marked impact on the regions where it operates – on their economic growth, social development and environmental stewardship. We acknowledge our responsibility and pursue sustainable development, generating long-term value for both business and society...

When mining gold, we not only observe environmental standards but also implement environmental protection initiatives, create jobs, support education and foster local community development.

In 2024, Polyus achieved a 40%¹ revenue increase compared to 2023 while maintaining the industry's lowest production cost. Our confidence

in the Company's financial stability enables us to effectively achieve all our strategic goals, including those related to social and environmental responsibility, as well as corporate governance improvements.

Among the year's key milestones was the commencement of pilot mining at Sukhoi Log, our strategic growth project. The key challenges of 2024 were implementation of new technologies, import substitution and digital transformation. We made significant progress by launching business process automation projects using both in-house and Russian-developed solutions.

Our innovative operational methods enable us to conserve natural resources, minimize environmental impact and enhance workplace safety. For example, in 2024 Polyus continued enhancing its tailings storage safety monitoring system by implementing new experimental control methods. These automated systems align with global best practices and industry standards.

This exemplifies our approach to environmental responsibility: consistently going beyond mere compliance to exceed mandatory standards. The Polyus Conservation Area biodiversity support program is one of the Company's most significant voluntary environmental initiatives. In 2024, we continued our cooperation with five protected

natural areas, supporting their scientific research, biotechnical activities and aerial forest protection operations.

Polyus actively collaborates with stakeholders on environmental conservation initiatives in its regions of operations. We not only inform the public about our environmental initiatives but also engage new partners to jointly address pressing conservation challenges. In 2024, the Company produced a dedicated Biodiversity Conservation Report², which provided comprehensive details on all implemented projects aimed at protecting and restoring ecosystems.

Climate action is another strategic priority for Polyus. Since 2021, we have maintained 100% renewable electricity consumption. In 2024, we retained this achievement by transitioning to Russian green energy certificates. In the reporting year, we also successfully verified and registered our first carbon credit project and issued carbon units. Furthermore, our program to replace diesel power stations with hydrogen energy complexes at Polyus Verninskoye was recognized as the Best Renewable Energy, Storage and Electric Transportation Project by the International Distributed Power Generation – Great Achievements award. We continue to implement and test new technologies to enhance energy efficiency while actively working to reduce our carbon footprint. As of the end of the year,

Polyus was ranked among Russia's best employers by Forbes, receiving the highest Platinum rating for its environmental management and corporate governance.

Polyus prioritizes employee well-being and is committed to providing safe working conditions and opportunities for both professional and personal growth. We are equally committed to supporting our employees' families by providing stability, comfortable living conditions and access to quality social infrastructure.

Production health and safety is our definitive top priority.

¹ Revenue comparison in US dollars.

² A significant milestone of the reporting period, completed in 2025.

Workplace safety and health remain our absolute priority.

Last year, we continued working on enhancing our industrial safety system and strengthening compliance monitoring at all operational levels. Throughout the year, our operations underwent internal and external audits, and safety training and regular briefings were conducted across all sites. Our Company maintains a strong safety culture level, scoring 2.6 on the Bradley Curve. However, we recognize this is not enough and are taking additional steps toward our zero-fatality goal: we are enhancing occupational safety programs and strengthening safety culture among employees and contractors.

Amid an industry-wide staff shortage, the Company is focused on attracting, retaining and developing skilled professionals. In 2024, we continued our practice of proactive employee training through the Polyus Talent Pool in-house recruitment agency and expanded our modular training programs. The Company provides its workforce with competitive compensations that are indexed above inflation.

Our employees and their families are integral members of the local communities where we operate. That is why we see it as our mission to support local

projects that develop sports and social infrastructure, as well as cultural centers and events. Polyus Fund, which conducts charitable activities in our regions of operations, expanded its geographic reach in 2024 to include Khabarovsk Territory.

Another significant initiative was the Company's participation in developing a quality-of-life index for industrial cities. This tool helps us evaluate the effectiveness of the Company's charitable and sponsorship initiatives while identifying new areas for intervention, ultimately creating better living and working conditions.

We recognize the importance of ESG initiatives and align our operations with global and national sustainable development goals. In 2024, Company representatives participated in the UN Climate Change Conference (COP29) Polyus also co-organized the Biodiversity Conservation for a Sustainable Future session at the Russian venue.

We continue our collaboration with the National ESG Alliance, serving as coordinator of its Committee for International Relations, while also participating in the UN Global Compact Local Network and relevant committees of the Russian Union of Industrialists and Entrepreneurs (RSPP). Our strong positions in ESG rankings issued by RAEX, ACRA and Expert RA confirm we are on the right track.

We are not resting on our achievements — we continue to implement new practices, develop our operations and make tangible contributions to improving people's quality of life and preserving the environment. Our core principle remains unchanged: we mine gold in harmony with nature and society to create value for future generations.

Alexey Vostokov

Chief Executive Officer
Polyus PJSC

Approved by the Board of Directors
Protocol 06-25/BoD from 11.07.2025

#GOLDENAPPROACH

Gold as value for the economy

Throughout history, gold has captivated humanity with its aesthetic and physical properties while playing a vital economic role. The jewelry industry remains the primary consumer of gold; however, its importance continues to grow across other sectors, particularly in structuring the global financial system and international trade. Gold possesses unique characteristics: it is durable, highly conductive, chemically inert (it does not react with other substances) and non-toxic to living organisms. Gold's distinctive properties mean that it can be used in electronics, medicine, chemistry and other industries, and that new applications can be discovered.

Jewelry industry

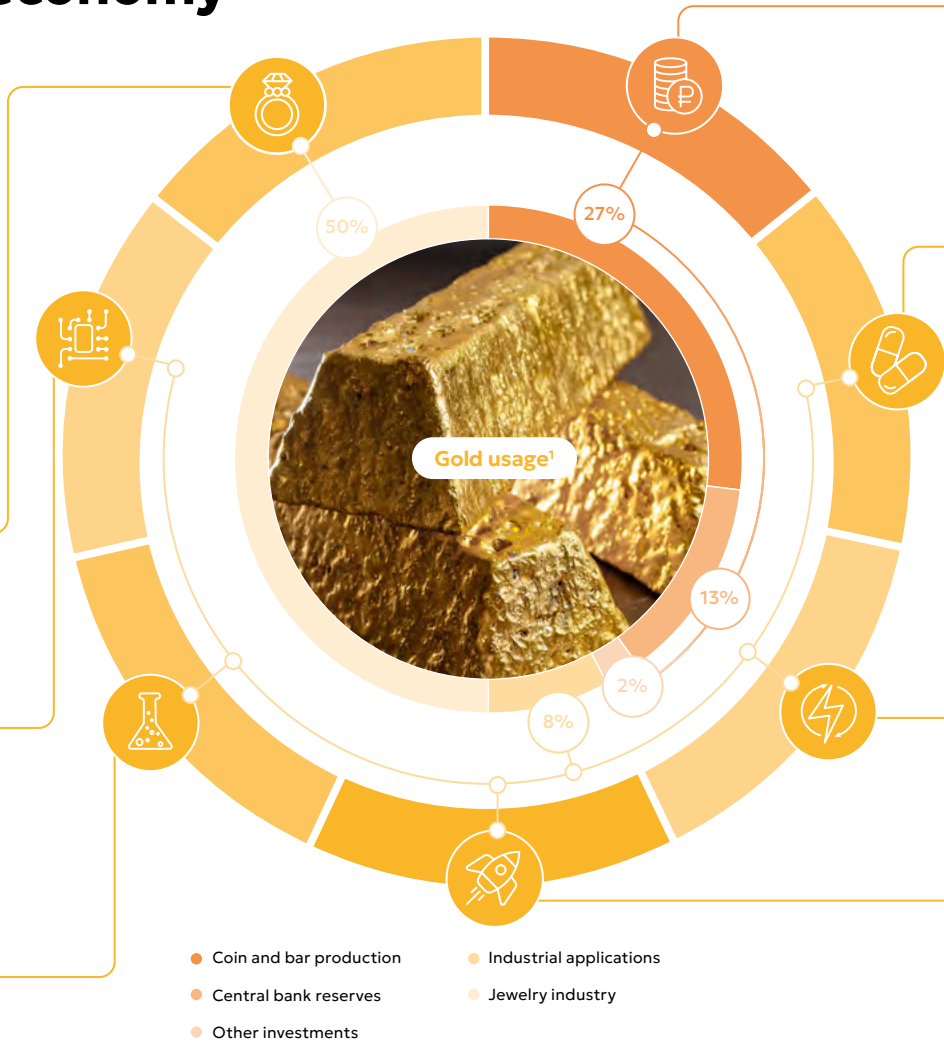
Gold is used in crafting jewelry, luxury items, awards and commemorative pieces. Gold products maintain exceptional aesthetic appeal and retain their original appearance for years.

Electronics

Nearly every modern electronic device contains components that include gold. The metal is used for coating contacts, connectors, wires, printed circuit boards and other components.

Chemicals

Gold serves as a catalyst in various chemical reactions, as it accelerates reaction rates.



Investment and reserve asset

This precious metal is used to build gold reserves held by central banks, as well as bars, coins and other investment vehicles. Gold enables individuals and nations to preserve financial prosperity.

Medicine

Gold is used in dentistry and prosthetics, as well as in pharmaceutical production (in colloidal solutions), diagnostic equipment and radiation therapy. Gold compounds are included in medications for rheumatoid arthritis. Currently, laboratory experiments are being conducted on using gold in cancer treatment. Gold does not cause allergic reactions or rejection, making it safe for medical use.

Renewable energy

The use of gold nanoparticles enhances energy production efficiency.

Aerospace

Gold's ability to reflect infrared radiation means that it can be used for coating satellites, spacecrafts, thermal shields, telescope mirrors and electronic contacts. Gold's resistance to temperature fluctuations, radiation and vacuum conditions makes it a reliable material for space applications.

¹ Source: ACRA. Analysis of Credit Metrics of the Russian Gold Mining Industry, 2024.

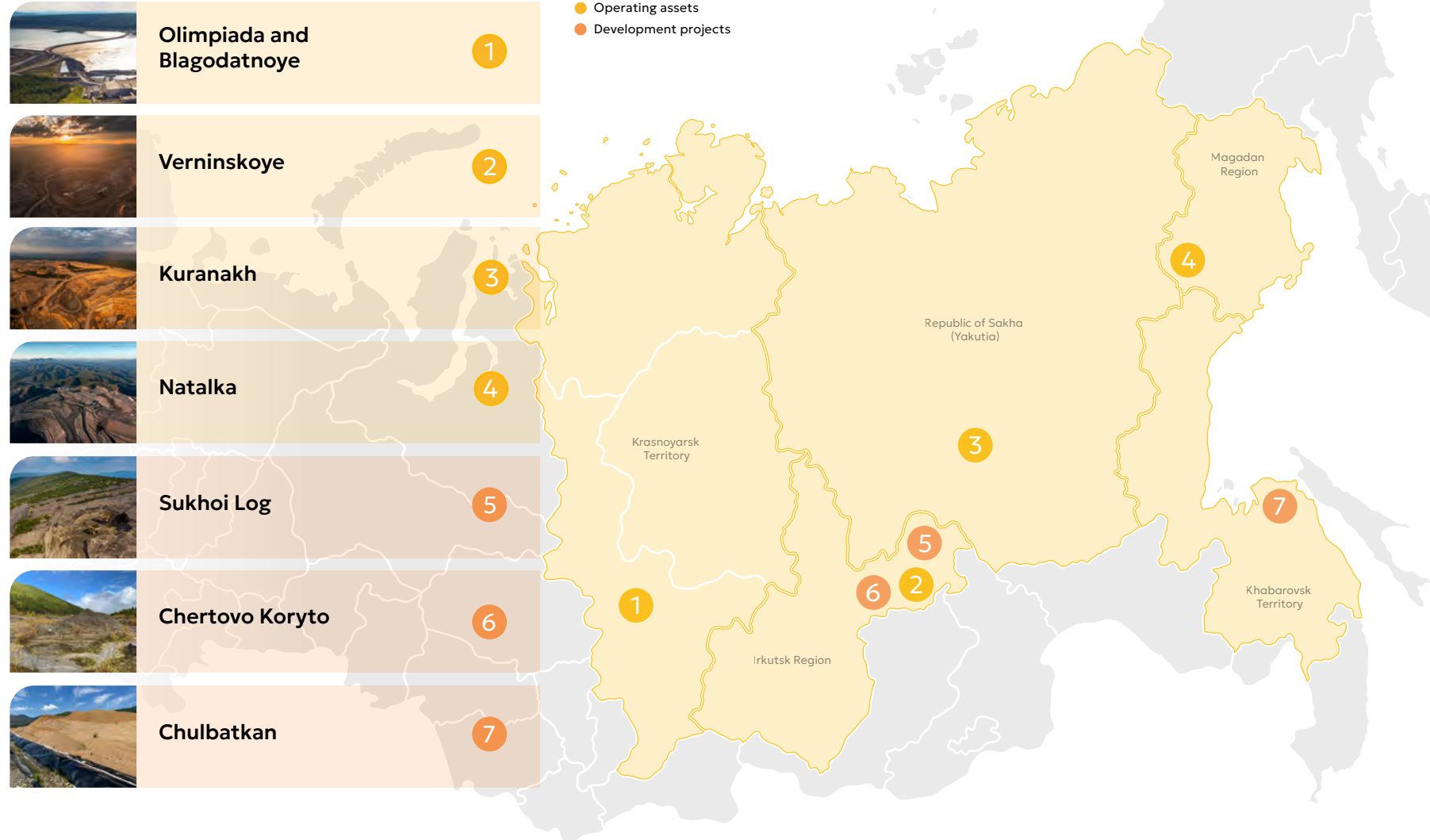
Where we operate

GRI 2-1

GRI 14.0.1

Polyus has a robust business model, stable investment portfolio and efficient production processes, which enable the Company to remain agile, responsible, sustainable and growing. The Company places particular emphasis on responsible management of production processes to meet the needs and expectations of all stakeholders.

Our operating assets are located in Eastern Siberia and the Russian Far East. The Company's core operations are concentrated in Krasnoyarsk Territory, Irkutsk and Magadan Regions and the Republic of Sakha (Yakutia). We are successfully implementing multiple projects at existing mines along with promising growth projects, including the development of Sukhoi Log – one of the world's largest greenfield gold projects.



OPERATING ASSETS



From September 2024, the Company started pilot processing of the Sukhoi Log ore and mothballed the Verninskoye deposit.

	Olimpiada	Blagodatnoye	Verninskoye	Kuranakh	Natalka
Company's gold production (%)	49	17	8	11	15
Company's adjusted EBITDA (%)	52	16	7	9	14
TCC (\$/oz)	303	398	555 ¹	572	475
Ore mined (mtpa)	19.0	27.6	2.1 ¹	12.6	23.8
Processing capacity (mtpa)	15.3	8.7	3.9	10.0	12.5
Average headcount	4,591		796	1,419	1,640
Environmental expenditures (\$ mln) ^{2,3}	18.9		34.6	13.8	14.3
Expenditures on social support in the region (\$ mln)	1.7		1.5	0.64	6.3
Total GHG emissions (kt of CO ₂ -e)	734		45	201	219

KEY DEVELOPMENT PROJECTS



	Sukhoi Log	Chertovo Koryto	Chulbatkan
Probable gold reserves	43.5 moz at 2.1 g/t	3.1 moz at 1.5 g/t	3.0 moz at 1.6 g/t
Rated processing capacity (mtpa)	34	~5	~10
Average annual production (moz) ⁴	~2.3–2.8	0.3–0.4	0.3
Average headcount	294	6	141
Environmental expenditures (\$ mln)	8.4	-	0.1
Project capital expenditures (\$ bln)	6	0.6–0.8	1
Current stage	Grade control drilling and ore control activities have been initiated	Project engineering is ongoing	Project engineering is ongoing

For more information about Polyus' operating assets, see Appendix GRI 14 Mining Sector: Quantitative Data by Business Unit on page 234.

¹ Effective 2024, the Company started pilot processing of the Sukhoi Log ore at Verninskoye mill. Verninskoye pit was mothballed.

² Expenditures in addition to mandatory payments.

³ The financial performance indicators reported were converted from US dollars into Russian rubles using the yearly weighted average exchange rate of the Bank of Russia, which in 2024 was RUB 92.57 per \$1.

⁴ Average production level over a decade, excluding the startup year.

#POLYUSTERRITORY

Business model

GRI 2-6

Polyus' business model is focused on achieving the Company's key strategic priorities. Polyus' goal is to unlock the potential of its operating assets and greenfield projects.

Polyus' competitive advantages

- Tier-1 asset base
- Employee professionalism and expertise
- Enhanced technology
- Prudent capital allocation
- Streamlined risk management system
- Focus on sustainability
- Developed partner network

Contribution to the UN SDGs



Polyus' business model spans the whole gold production cycle: from exploration, mining and processing to the sale of refined gold and subsequent rehabilitation of the environment. The Company adheres to a responsible approach to cost management and all aspects of sustainable development.

→ VALUE CHAIN¹ →

HUMAN CAPITAL

Engagement of high-profile specialists aimed at professional development and improving the safety culture

115%
employees received training²

2.6
safety culture on the Bradley curve

Stakeholders: employees and contractors

PRODUCTION CAPITAL

Ore mining and processing

Active development of a large mineral resource base

98 mt
ore mined

51 mt
ore processed

State-of-the-art process automation

Stakeholders: suppliers, employees and contractors

Gold production

Operational excellence

Steady growth in gold production

3.0 moz
gold produced

Low-cost production

383 \$/oz
Total Cash Costs (TCC)

Strict cost control

\$1.3 bln
capital expenditures

Stakeholders: shareholders, creditors, bondholders and media

NATURAL CAPITAL

High-grade, substantial gold deposits that deliver maximum mining profitability

105 moz
Proved and Probable reserves³

1.8 g/t
average gold grade

Pipeline of cost-efficient brownfield and greenfield expansion projects

5
operating mines

3
greenfield projects

Stakeholders: suppliers, government authorities and supervisory bodies

FINANCIAL CAPITAL

Solid financials

\$7.3 bln
total revenue

77%
adjusted EBITDA margin

Stakeholders: shareholders, creditors and bondholders

ENVIRONMENTAL AND SOCIAL RESPONSIBILITY

Commitment to sustainable development principles

\$85.0 mln
environmental protection expenses

Facilitating social and economic development of five regions of the Company's operations through Polyus Charity

647 ha
Reforestation area

32 grant projects
supported in 2024

Stakeholders: local communities and indigenous peoples, shareholders, government authorities and supervisory bodies, non-governmental and industry organizations

Value creation for stakeholders

10%
share of procurement from local suppliers

\$0.96 bln
payments to the state budget

\$97.2 mln
Allocated to social support measures in regions of operation and to federal projects

\$33.8 mln
expenses on social programs for employees

The Company and its stakeholders engage in close and mutually beneficial cooperation across a range of issues and areas

Environmental stewardship

27%
reduction in gross GHG emissions (Scopes 1, 2) in line with the Climate Strategy vs. 2020

1
carbon credit project

100%
renewable energy consumption, including certificates⁴

91.7%
share of reclaimed and reused water

2.2 mln
carbon units issued

A Biodiversity Conservation Report has been prepared

¹ The information is given according to the Company's data and not according to the integrated reporting. Capitals are presented in accordance with the accepted corporate breakdown.

² The share exceeds 100%, as the number of employees who received training, includes those who left the Company.

³ The reserves are given as of December 31, 2024. Ore reserve estimate does not include areas at the exploration stage.

⁴ Exclusive of ZDK Lenzoloto (Alluvials).

Our sustainability journey

As Russia's largest gold producer, Polyus makes significant efforts to align its operations with sustainable development principles. We are committed to maintaining and improving our environmental performance in order to reduce our ecological footprint and create lasting positive impacts for our stakeholders and society as a whole.

2012–2014

E

- Adoption of the Environmental Policy

S

- Adoption of the Health and Safety Policy
- Development of the Stakeholder Engagement and Human Rights policies
- Launch of a full-scale program to develop the safety culture, providing for behavioral safety audits, risk assessments and root cause analysis
- Setting-up of Occupational Safety Committees

G

- Elaboration of the Anti-Corruption Compliance Policy
- Drafting of the first sustainability report for 2012 and its independent assurance

2015–2017

E

- Drafting of the HSE development strategy for 2016–2018
- Development and introduction of standards and internal regulations on the environmental impact assessment, biodiversity conservation, natural resource management, etc.

S

- Development, introduction and updating of the HSE internal standards and regulations regarding incident root cause analysis, occupational health and safety, etc.
- Development, introduction and updating of the internal standards and regulations regarding stakeholder engagement, indigenous peoples, human rights, sponsorship and charity, etc.
- Introduction of a feedback channel for local communities

G

- Successful conclusion of the ICMM¹ Independent Expert Review and confirmation of ICMM membership
- Alignment of the regulations related to the sustainability management system with IFC² and ICMM requirements in 2017
- Update of the Code of Corporate Conduct
- Establishment of the Sustainability Working Group
- Prioritization of the UN Sustainable Development Goals

2018–2020

E

- ISO 14001 and ISO 45001 certification for the HSE integrated management system
- ISO 50001 first certification for the energy management system at Verninskoye
- Launch of the HSE process and data management automated system

S

- Financing of the healthcare and COVID-19 containment measures programs

G

- Inclusion in the FTSE4Good Emerging Markets Index
- Enhancement of sustainability transparency: creation of a dedicated website and our first-ever TCFD³ disclosures

¹ ICMM – International Council on Mining and Metals.

² IFC – International Finance Corporation.

³ TCFD – Task Force on Climate-Related Financial Disclosures.

2021–2023

E

- Publication of the Polyus Climate Position Statement
- Publication of Polyus' Climate Strategy
- Establishment of a unified approach to managing biodiversity across all the Company's business units
- Approval of the Polyus' position statement on TSF safety
- Development of the Polyus Conservation Area program
- Implementation of the first carbon credit project at Krasnoyarsk business unit
- Commissioning of the hydraulic structure management and safety monitoring system at Olimpiada

S

- Publication of the Human Rights Policy and the Diversity and Inclusion Position Statement
- Performance of the first-ever comprehensive analysis of human rights compliance
- Launch of comprehensive training programs
- Implementation began of the unified operational surveillance system for hazardous production facilities
- Establishment of the Polyus Charity Fund
- Establishment of the Polyus Talent Pool in-house recruitment agency
- Publication of the report on Human Rights: Theory and Practice
- Publication of the Report on Sustainability in the Regions of Polyus' Operations

G

- Improvement of the Company's organizational model
- Joining the Anti-Corruption Charter of the Russian Business
- The first public assurance of the report by the RSPP Council

2024

E

- Development of waste management capabilities
- Rollout of a safety monitoring system for hydraulic structures at Blagodatnoye, Kuranakh and Natalka
- Successful validation and verification of the first carbon credit project at Krasnoyarsk business unit and the issue of carbon units
- Participation in the BRICS Climate Agenda in Modern Conditions Forum
- Participation in the 29th UN Climate Change Conference (COP29)

S

- Launch of the advanced training component under the Polyus Talent Pool in-house recruitment agency
- Automation of the occupational health and safety risk assessment process
- Development of IT solutions for HR
- Expansion of the Polyus Charity Fund initiatives to include Khabarovsk Territory
- Successful completion of construction of the Premier cultural and community center in Mayak Park in Magadan
- Participation in the development of a quality-of-life index for industrial cities

G

- Drafting guidelines for employees on how to act in the event of corruption risks
- Standardization of the approach to organizing the tax process through the Shared Service Center
- Development and rollout of proprietary IT products
- Cooperation with domestic producers to develop import substitution for equipment

2025 (plan)

E

- Approval of the Environmental Risk Identification and Assessment Methodology
- Ongoing development of dedicated waste management services at specific sites
- Successful completion of the flotation tailings storage facility upgrade at Verninskoye and closure of existing upstream TSFs
- Ongoing biodiversity monitoring in the footprint zones
- Ongoing implementation of the Polyus Conservation Area program
- Launch of operations based on updated performance charts for coal-fired boilers at three facilities
- Publication of the Biodiversity Conservation Report¹

S

- Utilization of the advanced talent acquisition system for future Polyus projects
- Development of an employee digital skills map and launch of digital competence training
- Expansion of Polyus Fund's activities, including launch of a project aimed at improving access to cultural content in remote and hard-to-reach communities
- Start of development of Polyus' social activities map

G

- Collaboration with regional and local authorities on issues related to the development of our regions of operations
- Support for open dialog with government authorities

¹ Preparation of the Report, published in March 2025, is a significant milestone following the reporting period.

Key results in 2024

MED 1 MED 5



Operational and financial results¹

[Overview of operational results \(Annual Report\)](#)

3.0 moz
Total gold production
2023: 2.9

[Economic performance](#)

\$7.3 bln
Company revenue
2023: 5.4

\$5.7 bln
Adjusted EBITDA
2023: 3.9

¹ The data reflects continuing operations only; 2023 figures are adjusted to account for the impact of discontinued operations (see [Consolidated Financial Statements for the year ended December 31, 2024, Note 12 for details](#)). Unadjusted EBITDA for 2023 – \$3.5 bln



Environment

[Energy consumption and climate change](#)

26 kg of CO₂-e
GHG emissions intensity (Scopes 1, 2) per tonne of ore processed
2023: 22

1.3 mt of CO₂-e
Indirect GHG emissions (Scope 3)
2023: 1.5

[Environmental stewardship](#)

91.7%
Water recycled and reused
2023: 92.9

\$0.4 mln
Biodiversity conservation expenses
2023: 0.3



Social

[Our employees](#)

16,949 employees
Average headcount
2023: 20,686

94 hours
Average hours of training per year per employee
2023: 60

177 oz per person
Labor productivity
2023: 140.3

[Health and safety](#)

0.50
Total recordable injury frequency rate (TRIFR) among employees, per 200,000 hours worked
2023: 0.33

2.6
Safety culture on the Bradley curve
2023: 2.6

[Supporting local communities](#)

\$97.2 mln
Allocated to social support measures in regions of operation and to federal projects
2023: 80.94



Governance

[Ethics, anti-corruption compliance and human rights](#)

1,230 employees
Number of employees trained in anti-corruption compliance
2023: 1,029

[Economic performance and information technologies](#)

\$1.2 bln
Tax and licensing payments transferred to the state budget
2023: 0.8

[Sustainable supply chain](#)

10%
Share of procurement from local suppliers
2023: 12

Sustainability management

GRI 3-3

Management approaches

Polyus builds its sustainability system to minimize the potential negative impact of its activities in the regions of operations and to secure a positive effect on society, the economy and the environment performance through increasing the efficiency of its operations. The Company implements a risk management system and relevant measures to improve its operational efficiency as part of its corporate sustainability management.

The Company's approach builds on the following key principles:

- compliance with national laws and international standards
- decision-making based on the environmental and social agenda

- engagement with stakeholders and analysis of their needs
- adoption of advanced technologies and management practices in production processes

Effective sustainability management builds on a systematic approach integrated into Polyus' business model. It is based on the standards of the International Finance Corporation (IFC) and global and national best practices. In its operations, the Company aims to contribute to the achievement of the UN Sustainable Development Goals and the national development goals of the Russian Federation. In industry practices, Polyus adopts the advanced approaches of the International Council on Mining and Metals (ICMM). The established management system allows the Company to improve its practices in health, safety, environment and social responsibility.

Strategic sustainability goals

MED 35

Polyus believes that environmental and social responsibility is an important element of successful business. The Company is committed to long-term and responsible growth by integrating sustainability goals across its operations and consistently implementing initiatives to achieve them.

[For more information about Polyus' sustainability strategy, see the dedicated section on the Company website.](#)



Risk management

Sustainable production growth with efficient management of environmental and social risks at all stages of the asset lifecycle

Economic performance

High financial performance with commitment to sustainable development principles

Labor safety

Zero injuries secured by a world-class safety culture

Partnership based on mutual interests

A reputable reliable partner that maintains an open dialog with stakeholders, including local communities, considering their interests when making decisions

A team of experts

Development of a team of professionals who can strengthen Polyus' leadership in the industry and ensure commitment to sustainability principles

Polyus continues to expand and improve its sustainability practices. In 2024, the key relevant focus areas were:

- implementation of the Climate Strategy: validating the first carbon credit project and the issue carbon units; launching a project on replacing backup diesel stations with hydrogen power supply units at Polyus Verninskoye, developing an Energy Efficiency Policy (for more information, see the Energy Consumption and Climate Change section);
- health and safety: updating the incident investigation standard as regards developing the Lesson Learned tool, extending measures to all business units following investigations and centralizing the process of compulsory HSE training (for more information, see the Health and Safety section);
- creation of comfortable working conditions: launching an advanced training department at the Polyus Talent Pool HR center; expanding modular training programs; continuing the implementation of the training approach aimed at ensuring occupational and managerial security; changing the approach to employee motivation and remuneration (for more information, see the Our Employees section);
- support for local communities: expanding partnership with federal partners to implement joint social initiatives (for more information, see the Supporting Local Communities section);
- improvement of the safety of tailings storage facilities: extending the automatic monitoring system for hydraulic structures (HS) of tailings storage facilities to other facilities (for more information, see the Environmental Protection section).

As production grows, Polyus scales up the best corporate practices to new assets, integrating them into the Company's strategic goals. [Polyus' key growth projects](#) reflect the connection between the Company's long-term sustainability goals and economic performance.

GRI 2-19

In 2024, the Company continued to use a system of key performance indicators (KPIs) for its employees and management to motivate them to achieve the corporate goals. The indicators cover production, financial, environmental and occupational safety performance. In addition to corporate KPIs, the Company is introducing personalized performance evaluation systems for its employees based on the specific features of their work.

Allocation of responsibilities

GRI 2-9

GRI 2-12

GRI 2-13

GRI 2-14

The Company allocates responsibilities between the holding structure, the Management Company and the business units to ensure high-quality management of environmental, social and economic issues. This approach involves all departments in sustainability decision-making.

Holding Company level

The Board of Directors retains leadership in developing the sustainability strategy, defining the Company's priorities, long-term goals and key focus areas. Sustainability issues are considered at Board meetings. Dedicated committees provide expert support to the Board of Directors for making decisions within its competence. In the reporting year, sustainability was included in the agenda of the Board of Directors.

Management Company level

The Chief Executive Officer coordinates Polyus' sustainability system, including the allocation of responsibilities among functional units in terms

of environmental, social responsibility and economic issues. If necessary, dedicated teams are set up at the Management Company level to address individual issues. Such teams include employees of the Management Company and representatives of the management of business units.

Operational level

All Polyus' business units and special-purpose services involve management in health, safety and environment. HSE managers provide reports on the sustainability activities of their departments to the chief executive officers of business units and the Vice President for Health (H), Safety (S) and Environment (E) at the Management Company level.

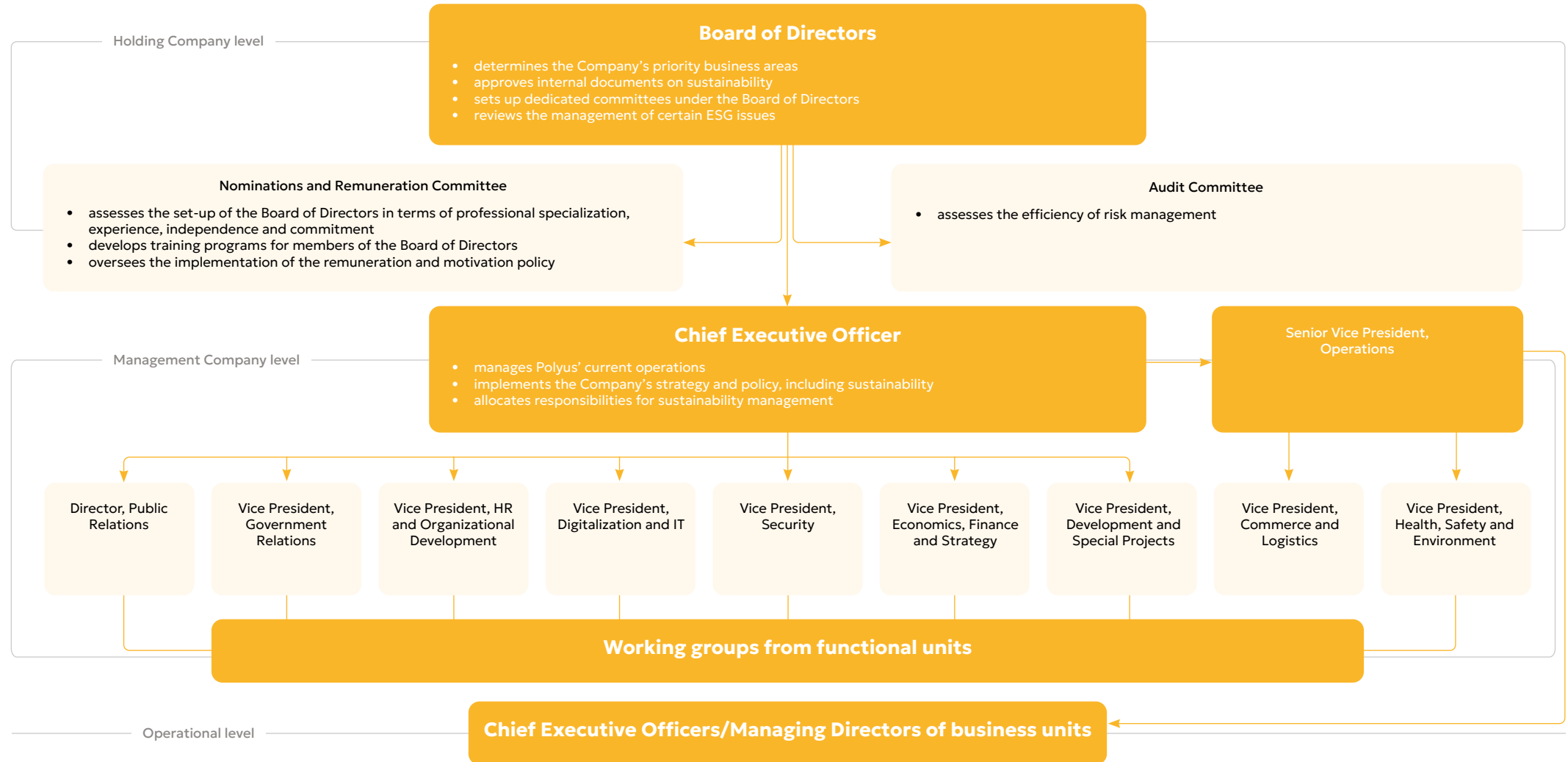
Designated managers who supervise the implementation of relevant initiatives are responsible for monitoring energy efficiency and energy consumption management at the Company's enterprises.

Each business unit has appointed responsible employees who coordinate engagement with government authorities and local communities and implement charity and sponsorship programs.

Human resources and administrative support functions in business units are ensured by relevant directorates that report to the Vice President for Human Resources and Organizational Development.

#RESPONSIBLE BUSINESS

Sustainability management



ALLOCATION OF RESPONSIBILITIES FOR SIGNIFICANT AREAS



Environmental protection

- impact on water resources
- emissions
- responsible tailings management
- waste management
- biodiversity

The Senior Vice President for Operations controls and coordinates environmental protection management. They also lead the Safety and Environment Committee, which develops recommendations for area managers and helps to prepare risk mitigation plans.

The Vice President for Health, Safety and Environment is responsible for environmental protection management. In addition, each Polyus business unit independently regulates the environmental aspects of its operations and submits the results of environmental protection activities for consideration by the chief executive officers of business units and the vice president for HSE of the Management Company.

Human rights

The Vice President for Health, Safety and Environment is responsible for ensuring human rights at the Company.

Human resources

- employment
- training and development
- motivation
- social support
- occupational health

The Vice President for HR and Organizational Development is responsible for high-level HR management, i.e., the HR policy and motivation system development. Under their leadership, the HR and Organizational Development Unit is engaged in the centralized recruitment and development of personnel and performs administrative support and other functions. It is also responsible for personnel health and personal protective equipment. Some of the functions are carried out by the Shared Service Center (SSC), which automates HR processes and provides the employees with various services.

Tax policy.

Economic performance

The Vice President for Economics, Finance and Strategy is responsible for the Company's tax policy. Under their leadership, the Economics, Finance and Strategy Unit also ensures a high economic performance at Polyus.

Local communities

At Polyus, the responsibility for engaging with and supporting local communities is shared among several heads — the Vice President for Government Relations, the Director for Public Relations, the Vice President for Development and Special Projects, and the Vice President for HR and Organizational Development. The Vice President for Government Relations supervises the Company's key charity and sponsorship initiatives, including the activities of the Polyus Charity Fund. The Director for Public Relations is responsible for the implementation of various projects in the Company's regions of operations and for communication with local communities and stakeholders. The Development and Special Projects Unit also initiates and coordinates some projects in this area.

The Vice President for HR and Organizational Development is responsible for projects related to training and competence development that are implemented in partnership with regional educational institutions.

Supply chain

The team of the Vice President for Commerce and Logistics is responsible for supply chain management at Polyus. Their responsibilities also include the coordination of procurement and methodological support for business units in procurement.

Business ethics and anti-corruption

The Vice President for Security is responsible for monitoring the implementation of anti-corruption measures. Corruption risks are assessed by the Anti-Corruption Department, which also coordinates the Company's internal communications on the anti-corruption policy.

Occupational health and safety. Emergency preparedness

The Vice President for Health, Safety and Environment is responsible for occupational and industrial safety. This unit implements and monitors occupational and industrial safety measures, including contractor relations. The Industrial Safety Department ensures the safety of hazardous production facilities and monitors production processes in terms of fire safety, civil defense and emergencies.

Information technology

The Vice President for Digitalization and IT supervises automation and digitalization. The Vice President's team is responsible for organizational and functional aspects in the Company. The Information Security Commission aims to improve the efficiency of the Company's information security management.

Energy management and adaptation to climate change

The Vice President for Operations is responsible for monitoring climate risk management, greenhouse gas emissions and energy consumption. In 2024, the Company continued to operate a dedicated team on adapting the Management Company and managed companies to the current requirements of carbon laws.

[For more information about Polyus' corporate governance system, see the Corporate Governance section in the 2024 Annual Report.](#)

[For more information about sustainability management in 2024, see the Management subsection in the topical sections.](#)

Internal sustainability documents

[GRI 2-23](#)
[GRI 2-24](#)
[GRI 2-25](#)

Over many years, Polyus has been developing and improving its internal regulations on sustainability. The Company's experience shows that a systematic approach is the most effective tool to ensuring the clear allocation of responsibilities and achieving goals.

The Company regularly updates and develops dedicated policies, strategies and standards to manage its impacts efficiently. In 2024, it updated its register of regulatory and procedural guidelines to control and update the current documentation. Transparency and openness of ESG management is a key principle at Polyus. The Company publishes annual sustainability reports that disclose the key non-financial results of its operations.

In 2024, Polyus began preparing a report to increase the transparency of its biodiversity conservation activities. The report describes the Company's activities in this area since 2015 and provides detailed information on biodiversity in the Company's regions of operations and the results of its environmental protection measures. The biodiversity conservation report was published in early 2025.

[For more information about Polyus' regulatory documents on sustainability, topical reports and non-financial indicators, see the corporate website.](#)

Managing sustainability risks

GRI 2-13

GRI 2-25

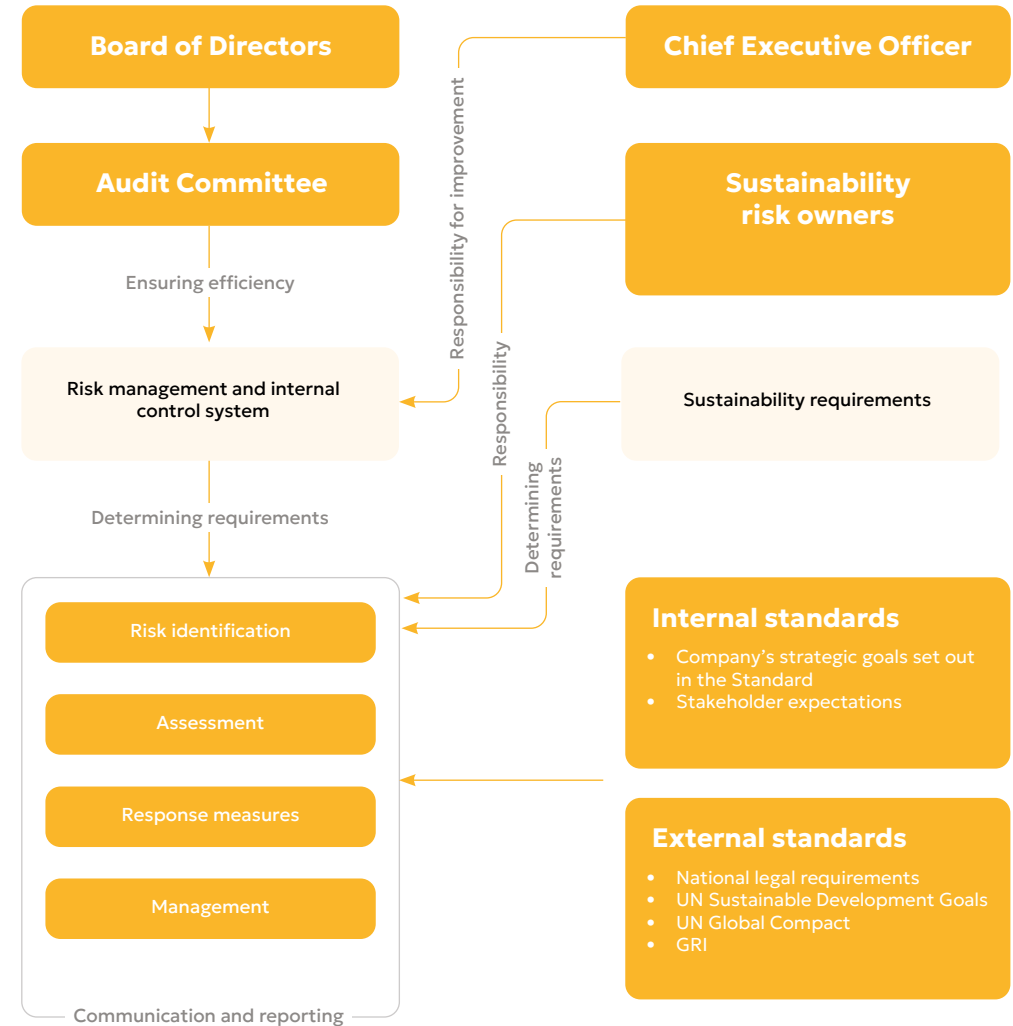
At Polyus, risk management is governed by internal documents, stakeholder needs and analysis of the operational impact on employees and local communities. When launching new projects, the Company examines potential conflicts and risks and identifies opportunities. Risks are classified into strategic, operational, financial, legal, country and regional, as well as sustainability – HSE and ESG. They all influence the achievement of strategic sustainability goals. Polyus regularly monitors changes in risks and implements appropriate mitigation measures.

The Company's risk management and internal control system (RMICS) consists of interrelated elements that ensure risk identification and management at all levels and in all business processes. Internal control is an important part of this system and a key element of corporate governance. The RMICS is regulated by the Risk Management and Internal Control Policy approved by the Board of Directors and includes an operating model for the efficient allocation

of authority and responsibilities. The system is mainly aimed at creating control tools and ensuring the achievement of strategic and operational goals, compliance with legal requirements, asset safety and report reliability.

Risk management and internal control are based on the principles recommended by the Bank of Russia¹ and the Committee of Sponsoring Organizations of the Treadway Commission (COSO)², including continuity, comprehensiveness, reasonable adequacy, segregation of duties, accountability, prompt communication and adaptivity. Functional units identify and assess risks, which are then consolidated at the Management Company level. The results of the system efficiency assessment are reviewed by the Audit Committee of the Board of Directors.

In 2024, management refined the prioritization of corporate risks and updated relevant management measures.



¹ Corporate Governance Code of the Bank of Russia (Letter of the Bank of Russia No. 06-52/2463 dated April 10, 2014 "On the Corporate Governance Code")

² COSO Framework "Enterprise Risk Management – Integrating with Strategy and Performance (COSO ERM), 2017. COSO Internal Control – Integrated Framework (COSO IC IF), 2013.

Main sustainability risks



Lower significance



Same significance



Higher significance

RISK	IMPACT OF THE RISK ON FINANCIAL PERFORMANCE	RISK MANAGEMENT IMPACT	REPORT SECTION
Environmental			
→ Negative environmental impact	- Fines for violations of environmental laws; fees for negative environmental impact over quotas - Damage to enterprises due to environmental incidents - Lower stakeholder confidence, damage to Polyus' image as an environmentally and socially responsible company	- Reduced operating costs and improved environmental performance through modernization using sustainable technologies - Positioning Polyus as an environmentally responsible company with a special focus on the interests of its stakeholders - Access to new markets and business opportunities (due to the prioritization of environmentally responsible companies by customers, banks, etc.)	Environmental protection, page 36
→ Climate-related risk	Limited access to sources of financing and special financing conditions	- Greater opportunities for raising capital efficiently - Profit from the sale of carbon units - Access to additional financing through green financing instruments - Higher investment potential by ensuring transparency through information disclosure	Climate change and energy consumption, page 65
Social			
→ Risk of occupational diseases, accidents and incidents	- Higher operating costs - Failure to fulfill the production program - Lower labor productivity - Higher employee recovery costs	- Reduced idle time due to personnel absence - Cost reduction	Health and safety, page 115
↓ Risks of human rights violations in the production process	- Lower stakeholder confidence, damage to Polyus' image as an environmentally and socially responsible company - Lower labor productivity	Improvement of the Company's image as an employer	Ethics, anti-corruption and human rights, page 157
→ Increased competition for qualified staff, including technical experts	- Lower labor productivity - Higher financial expenses and production costs	- Improvement of the Company's image as an employer - Lower financial expenses and higher labor productivity - Process optimization and automation	Our employees, page 84

For more information about Polyus' Risk Management and Internal Control System, see the Risk Management section in the 2024 Annual Report.
For more information about risk management measures in 2024, see the Risk Management subsection of topical sections.

RISK	IMPACT OF THE RISK ON FINANCIAL PERFORMANCE	RISK MANAGEMENT IMPACT	REPORT SECTION
 Inefficient relations with government authorities	- Fines and other liabilities for late response to changes in legal requirements - Delays in project and production program implementation	Opportunities to obtain funds under existing government programs and enjoy tax benefits and subsidies for infrastructure creation and development	 Support for local communities, page 130.  Economic performance, page 179
Governance			
 Failure to achieve goals for procurement, works and services	- Delays in project implementation - Failure to fulfill the production program - Loss of revenue from the sale of products - Restricted access to financing and higher cost of capital - Indirect impact on operations due to lower quality of materials and equipment	- Simpler procurement in terms of documents and procedures - Improved management of logistic flows - Reduced costs on purchasing resources, by focusing on new suppliers and using previously built-up stocks	 Sustainable supply chain, page 186.  Digitalization and information technology, page 168
 Non-compliance with anti-corruption laws and internal regulations	- Prosecution of Polyus and its employees - Ban on interactions with government authorities and commercial organizations in case of certain types of corruption risk events - High fines for extraterritorial criminal prosecution - Lower capitalization and share value due to a weakened reputation - High non-production losses in case of systemic corporate fraud risk events	- Higher attractiveness of the Company in processes involving the assessment of its business reputation and the quality of its management system, for example, as part of securities issue programs - Ensuring the Company's regulatory stability through prompt response to legislative changes	 Ethics, anti-corruption and human rights, page 157
 Ongoing restrictive measures against the Russian Federation	- Restrictions on obtaining and extending licenses - Lack of vendor support, new features and software and hardware updates, cyber vulnerabilities, service lock-ups - Lack or inaccessibility of high-tech components - Reduced expertise on the market	Promotion of the Company's interests in developing national industry solutions	 Sustainable supply chain, page 186.  Digitalization and information technology, page 168
 Information security	- High fines for violations of national laws - Failures of production systems due to cyberattacks - Theft of funds from the Company's accounts	- Upgrading the skills of employees - Less damage from information security risk events - Positive impact on the Company's reputation	 Digitalization and information technology, page 168

Commitment to the UN Global Compact Principles

GRI 2-28

Polyus believes that participation in international and national sustainability initiatives is an important way to increase its contribution to public well-being. The Company has been a member of the UN Global Compact promoting social and environmental responsibility of business since 2019 and has also joined the national network of this compact.



Compliance with the UN Global Compact Principles

ENVIRONMENT

- Businesses should support a precautionary approach to environmental challenges
- Businesses should undertake initiatives to promote greater environmental responsibility
- Businesses should encourage the development and diffusion of environmentally friendly technologies

 [Environmental protection, page 36](#)

LABOR

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Businesses should uphold the elimination of all forms of forced and compulsory labor
- Businesses should uphold the effective abolition of child labor
- Businesses should uphold the elimination of discrimination in respect of employment and occupation

 [Our employees, page 84](#)

HUMAN RIGHTS

- Businesses should support and respect the protection of internationally proclaimed human rights
- Businesses should make sure that they are not complicit in human rights abuses

 [Ethics, anti-corruption and human rights, page 157](#)

ANTI-CORRUPTION

- Businesses should work against corruption in all its forms, including extortion and bribery

 [Ethics, anti-corruption and human rights, page 157](#)

#GOLDMINER

Contribution to the UN Sustainable Development Goals

The UN's global sustainability agenda is one of the guidelines that Polyus follows in shaping its key business areas. The Company systematically monitors its compliance with the UN Sustainable Development Goals (SDGs) to ensure a continuous and significant contribution to their achievement and make the necessary adjustments to its strategic plans.

Polyus focuses on supporting the achievement of all 17 UN SDGs in its operations. However, the Company has highlighted 10 goals where it can make the greatest difference.

UN SDGS	TASKS	POLYUS' COMMITMENTS	KEY ACHIEVEMENTS IN 2024	KEY INDICATORS 2024
 3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages	3.4. Reduce premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being 3.8. Achieve universal health coverage, access to quality essential health-care services, medicines and vaccines for all	- Maintain and develop a health and safety culture - Ensure affordable medical services for employees	- The culture level achieved in 2023 was maintained - Employee vaccinations were provided, first-aid facilities were repaired and dental offices were opened	2.6 safety culture on the Bradley curve
 4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.4. Increase the number of youth and adults who have relevant skills for employment and decent jobs	- Ensure advanced professional training of employees - Share experience and knowledge in mining and metals - Implement programs in cooperation with secondary schools, universities/colleges and vocational schools	- Implement continued of modular programs for middle production management and integrated programs on enhancing expertise - An online career guidance marathon was held for schoolchildren	19,500 employees trained
 6 CLEAN WATER AND SANITATION Ensure availability and sustainable management of water and sanitation for all	6.3. Improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials and substantially increasing recycling and safe reuse of wastewater 6.4. Increase water-use efficiency and ensure sustainable withdrawals and supply of freshwater to address water scarcity	- Reduce the impact on surface water supply sources by reducing water withdrawal and improving wastewater treatment efficiency - Introduce a closed circulation system for quarry and wastewater at most of the Company's facilities	Measures were implemented to maintain the operation of water treatment facilities, prevent the discharge of untreated wastewater, improve the operation of recycling water supply systems and maximize the use of production water to reduce water withdrawal	91.7% of water recycled and reused

UN SDGS		TASKS	POLYUS' COMMITMENTS	KEY ACHIEVEMENTS IN 2024	KEY INDICATORS 2024
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	7.2. Increase the share of renewable energy in the global energy mix 7.3. Increase the global rate of improvement in energy efficiency	- Ensure energy supply with renewable energy sources at 100% - Increase energy efficiency by developing infrastructure	- Implementation continued of an automated energy metering system in business units - A project was launched for replacing backup diesel power stations with hydrogen power supply units	100% of energy consumed by Polyus comes from carbon-free sources¹
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.8. Protect labor rights and promote safe and secure working environments for all workers	- Create quality jobs with decent working conditions - Respect labor rights, ensure comfortable and secure working conditions for employees - Respect human rights at current and future projects and integrate the universal principles of respecting human rights into corporate processes	- The approach to employee motivation as regards bonuses was changed - The occupational risk assessment process was automated - The compulsory HSE training process was centralized	77.5% of employees covered by collective bargaining agreements
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.1. Develop sustainable infrastructure to support economic development and human well-being, with a focus on affordable and equitable access for all	Improve infrastructure in partnership with local government authorities	- The activities of the Polyus Charity Fund were expanded - Construction was completed of the Premier Cultural and Community Center in Mayak Park in Magadan - Participation in the development of a quality-of-life index for industrial cities - A new digital warehouse management solution (WMS) was launched at Kuranakh	\$97.2 mln allocated to social support measures in regions of operation and to federal projects
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	12.4. Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment 12.5. Reduce waste generation through prevention, reduction, recycling and reuse	- Ensure the safety of tailings storage facilities and prevent emergencies and accidents - Increase the share of waste for disposal	Scale up continued of the automatic monitoring system for tailings storage facilities	9,500t of waste disposed and treated by the Company²

¹ Excluding Lenzoloto (Alluvials).

² On own sites, excluding mining waste.

UN SDGS	TASKS	POLYUS' COMMITMENTS	KEY ACHIEVEMENTS IN 2024	KEY INDICATORS 2024
 13 CLIMATE ACTION Take urgent action to combat climate change and its impacts	13.2. Integrate climate change measures into national policies, strategies and planning	Take into account the national goals of the Russian Federation in strategic planning in terms of mitigating the effects of climate change and achieving carbon neutrality	- Successful validation and verification of the first carbon credit project at Krasnoyarsk BU and the issue of carbon units - Assessment of the possibility of converting coal-fired boiler plants to low-carbon fuels	27% reduction in gross GHG emissions (Scopes 1, 2) vs. 2020
 15 LIFE ON LAND Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation and halt biodiversity loss	15.2. Promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally 15.5. Take significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and protect and prevent the extinction of threatened species	- Ensure high-quality reforestation - Minimize biodiversity impacts	- Assessment of changes in biodiversity status in the areas of operation - Continued reforestation efforts in Krasnoyarsk Territory, Republic of Sakha (Yakutia) and Irkutsk Region - Continued implementation of the Polyus Conservation Area program	647 ha reforested area
 17 PARTNERSHIPS FOR THE GOALS Strengthen the means of implementation and revitalize the global partnership for sustainable development	17.16. Enhance the global partnership for sustainable developments to support the achievement of sustainable development goals in all countries	- Support global and national sustainable development initiatives - Build mutually beneficial relationships with partners and communities	- Polyus once more took part in the UN Climate Change Conference (COP29) - The Company participated in the National Network of the UN Global Compact in Russia and the National ESG Alliance	>7 partnerships with industry organizations

Contribution to achieving Russia's National Development Goals

Polyus considers it important to follow the priorities of the Russian Federation in the field of sustainable development. The Company is a partner of the national projects of Russia.

Polyus monitors its role in the implementation of national goals and national projects, relying on the National ESG Alliance standard Business Contribution to Promoting the Achievement of Russia's National Development Goals, as well as on the [methodological recommendations for this standard](#).

[Additional indicators related to Polyus' contribution to the implementation of Russia's National Development Goals are disclosed in Appendix 6 The Ministry of Economic Development: Core reporting indicators as recommended by the Ministry of Economic Development of Russia.](#)

RUSSIA'S NATIONAL PROJECT

POLYUS' CONTRIBUTION

KEY INDICATORS 2024

Goal 1. Preservation of the population, health and well-being of people

[Our Employees, p. 84](#)

[Health and safety, p. 115](#)

Healthcare



- Upgrade of medical offices at industrial sites.
- Continuous monitoring of employee health from the moment of hiring until retirement through the SmartMed project.
- Provision of health resort programs for employees

0.25

Lost time injury frequency rate (LTIFR)

\$703

On average, was spent on occupational health and safety per employee.

\$19.3 mln

costs of supporting employee health

4 cases

of fatal injuries

Demography



- Support for the most vulnerable groups of the population, including children and the elderly

\$62.7 mln

costs of supporting socially vulnerable groups of the population

Goal 2. Opportunities for self-fulfillment and unlocking talent

[Our Employees, p. 84](#)

[Supporting local communities, p. 130](#)

Education



- Implementation of additional educational programs for schoolchildren: Polyus Class project, career guidance programs and events.
- Investment in equipping and renovating schools

> 15,000

students visited career events where Polyus was present

5,700

schoolchildren came on excursions and attended career guidance lessons at the Company's enterprises

> 1,000

schoolchildren visited the Polyus site in Krasnoyarsk as part of a career guidance festival

RUSSIA'S NATIONAL PROJECT

POLYUS' CONTRIBUTION

KEY INDICATORS 2024

Science and universities



- Cooperation with universities and colleges, including participation in the Professionalitet project in Magadan Region, implementation of corporate programs for training students together with SFU, IRNITU, SibSU.
- Student internships.
- Support for educational events for students — the “I am a Professional” Olympiad in the field of Metallurgy

400 students
completed practical training at Polyus’ enterprises.

5,225 students
participated in the “I am a Professional” Olympiad in the field of Metallurgy

\$9.6 mln
allocated to support education¹



Culture



- Support for the national theatre school.
- Implementation of cultural and educational projects.
- Preservation of the cultural and historical heritage of the regions of operations through exhibitions and festivals, including for indigenous peoples.
- Cooperation with museums

\$870 thousand
allocated to charity in the field of Culture¹

Goal 3. Comfortable and safe living environment

[Supporting local communities, p. 130](#)

[Environmental stewardship, p. 36](#)

[Climate Change and energy consumption, p. 65](#)

[Health and safety, p. 115](#)

Safe and high-quality roads



- Improving road safety through the SmartDrive project.
- Equipping the vehicle fleet with modern traffic monitoring systems.
- Repair and reconstruction of roads and bridges

270
vehicles are equipped with a driver behavior monitoring system

Housing and urban environment



- Building a comfortable urban environment for local residents by improving the territories of operations

\$5.5 mln
allocated to charity in the field of Territory Development¹

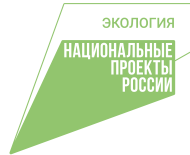
¹ Hereinafter in the section, indicated taking into account federal projects.

RUSSIA'S NATIONAL PROJECT

POLYUS' CONTRIBUTION

KEY INDICATORS 2024

Environment



- Reducing energy consumption and climate change impact during the implementation of Polyus' Climate Strategy measures.
- Formation of corporate-wide waste management activities.
- Implementation of the Polyus Conservation Area biodiversity program

\$85.0 mln
spent on environmental
protection measures

\$21.3 mln
on water body protection

12%
less coal consumed
vs. 2023

\$62.9 mln
on waste management

\$0.75 mln
on atmospheric air protection

Goal 4. Decent, effective work and successful entrepreneurship

 [Our employees, p. 84](#)

 [Health and safety, p. 115](#)

 [Sustainable supply chain, p. 186](#)

Labor efficiency



- Increasing labor productivity through staff motivation, ensuring safe working conditions and automation of production.
- Implementation of employee development and training programs, including training through Polyus Talent Pool, modular programs and comprehensive programs for enhancing expertise

177 oz/person
labor productivity

\$3.37 mln
employee training costs

\$679 mln
total employee remuneration

\$2,458
average salary

Small and medium-sized businesses



- Procurement from small and medium-sized businesses in regions of operations

27%
the share of procurement from
Russian small and medium-sized
businesses in the total volume
of procurement from Russian
organizations.

10%
the share of procurement from
local suppliers¹ in the regions
of operations

Goal 5. Digital transformation

 [Digitalization and information technologies, p. 168](#)

Digital economy



- Integration of data analysis-based solutions into management processes.
- Development and introduction of proprietary IT products.
- Automation and digitalization of key functions

\$2 mln
total R&D expenditure for digital
transformation

¹ A Polyus local supplier is defined as a vendor operating in the same region as the Company's business unit initiating the procurement.

Stakeholder engagement

GRI 2-26

GRI 2-29

Polyus' engagement with stakeholders is based on the principles of equality, transparency and readiness to cooperate. The Company regards all those who may be affected by its decisions or significantly impacted by them as its stakeholders.

In 2024, Polyus continued to engage in active dialog by organizing meetings, online broadcasts, forums and consultations; it also received and responded to requests via social media and the hotline. In addition, public hearings were held during the reporting period, which underscores the Company's commitment to open and constructive interaction. In particular, during the reporting period, public discussions were held on a complex of facilities for the placement and disposal of solid household and industrial waste at Olympiada.

Polyus has a [Stakeholder Engagement Policy](#) that sets out the principles of effective communication and enshrines obligations to comply with human rights and legal requirements. Each division of the Company cooperates with stakeholders in its area of business, providing communications and responding to requests.

In addition, Polyus maintains a hotline, which is an important feedback tool that stakeholders can use to share suggestions and submit grievances. This channel not only helps the Company respond promptly to requests but also helps it identify and prevent violations of human rights and business ethics, thereby strengthening trust and openness in relationships.

[For more information about the Polyus hotline, see the Ethics, Anti-Corruption and Human Rights section.](#)

During the reporting period, Polyus also prepared a Biodiversity Conservation Report for stakeholders reflecting the Company's key results in this area¹.

[For more information about the publication of the Report and Polyus' biodiversity protection activities, see the Environment section.](#)



¹ Preparation of the Report marks a significant milestone in the reporting period, which ended in March 2025.

Case study

POLYUS' ESG DAY

As part of the 2024 event, for the first time the Company presented its sustainable development results in an online format. The event was attended by Polyus CEO Alexey Vostokov, vice presidents and heads of departments responsible for various areas of sustainable development. A significant part of the presentation involved speeches by experts who assessed Polyus' ESG activities and asked questions.

The speakers touched upon the following topics:

- Decarbonization amid production expansion
- New projects to minimize environmental impact
- Initiatives to reduce energy consumption and adapt to climate change
- Key personnel management challenges
- Socio-economic development and support for the regions of operations
- Effective solutions to reduce injuries
- The Company's prospects based on the principles of sustainable development

Among the key results of the Company's work in 2023, the CEO particularly noted the 24% reduction in specific direct and indirect greenhouse gas emissions compared to the base year of 2020; decarbonization and electrification of the equipment fleet; 1.5-fold growth in investment in regional projects; 26% growth in labor productivity and other indicators. The Company's work was highly rated by the Russian Union of Industrialists and Entrepreneurs (RSPP), Forbes Russia, the MINEX Russia Forum and others.

More than 107,000 people watched the live and recorded broadcast.

Lesson learned

The new format allowed stakeholders to better understand the Company's performance and get answers to their questions. The Company sees its goal as ensuring that new projects become examples of sustainable development in mining, and that the Company itself remains a leader in the ESG agenda.



Case study

PARTICIPATION OF STUDENTS OF THE HIGHER SCHOOL OF BUSINESS IN THE REVIEW AND ASSESSMENT OF ESG DASHBOARDS

Upon completion of the Sustainable Development and ESG Practices of Companies course, students of the Higher School of Business of the Higher School of Economics specializing in business informatics developed ESG dashboards for Russian companies on the Sber BI Navigator platform. The goal of the project was to create tools that would help top managers make decisions based on indicators related to employees, society, environment and corporate governance.

185 students were divided into 35 teams, some of which worked on dashboards for Polyus for a month. The students studied non-financial reporting of companies, international standards and the UN SDGs, highlighting key metrics and creating dashboards with two levels of indicators: strategic and specialized.

The final dashboards reflected the dynamics of the Company's ESG indicators and were publicly defended in front of more than 35 guests, including representatives of leading Russian companies and sustainable development experts.

Lesson learned

The format of the event allowed the Company to identify and hear the opinions of students and future managers on non-financial reporting through a discussion. The project also included benchmarking, which clearly revealed the problems of ESG data comparability, even between companies in the same industry.



#STAKE HOLDERS

Stakeholder engagement

[GRI 2-26](#)
[GRI 2-29](#)


Shareholders, lenders and bondholders

Purpose of engagement

To create value for shareholders and maintain institutional attractiveness

Key concerns

- Achieving long-term value by ensuring consistent financial returns
- Maintaining a high credit quality

Departments responsible for engagement

- Board of Directors
- Top management
- Capital Markets

Highlights 2024

- Engagement with the ratings of RAEX, ACRA, Expert RA, etc.
- Eurobond conversion
- Dividend payout
- Receiving the highest credit rating from the National Credit Ratings

Engagement methods

- Annual general meetings of shareholders
- Regular communication with institutional and retail shareholders
- Regular hard-copy and e-communications
- Newsletters
- Corporate website



Employees and contractors

Purpose of engagement

To achieve high production results while ensuring decent and safe working conditions and increasing loyalty

Key concerns

- Occupational health and safety
- Working environment, wages, benefits and social packages
- Career opportunities
- Training and education

Departments responsible for engagement

- Recruitment and Development
- Public Relations
- HSE
- Operations and Technical Policy

Highlights 2024

- Hotline between senior management and employees
- Development of corporate communications and implementation of corporate-wide events to increase employee engagement

Engagement methods

- Contractual relationships
- Direct lines with the Company's management
- Corporate sports and cultural events, professional competitions
- Volunteer projects
- Territory of Polyus corporate newspaper
- Internal web portal
- Newsletters
- Hotline
- Employee engagement surveys and questionnaires
- Direct communications of employees with supervisors and management
- Social media channels



Government and regulators

Purpose of engagement

To comply with legal requirements and obtain necessary permits, grants and licenses

Key concerns

- Legislative and regulatory compliance
- Environmental and social performance
- Tax issues

Departments responsible for engagement

- Affected departments
- Government Relations

Highlights 2024

- Cooperation with the Association of Indigenous Peoples of the North of Khabarovsk Territory
- Participation in the St. Petersburg International Economic Forum and the Eastern Economic Forum

Engagement methods

- Provision of reports
- Agreements on socio-economic partnerships
- Charity and sponsorship initiatives
- Conferences and forums
- Corporate website



NGOs and industry organizations

Purpose of engagement

To maintain partnerships and active engagement with experts from various fields.

To strengthen expertise in the external environment

Key concerns

- Social and environmental performance of operations
- Mitigating non-financial risks
- Industry-specific issues

Departments responsible for engagement

- Government Relations
- Sustainability

Highlights 2024

- Participation in National ESG Alliance committees

Engagement methods

- Participation in committees and working groups of industrial and professional organizations
- Visits to enterprises and participation in the Company's events
- Regular interaction with competent specialized organizations
- Hotline
- Corporate website



Media and rating agencies

Purpose of engagement

To maintain information transparency about Polyus' activities

Key concerns

- Broad range of issues affecting all stakeholders
- Rating

Departments responsible for engagement

- Public Relations
- Sustainability

Highlights 2024

- Developing a Telegram channel and VK group
- Receiving ratings from RAEX, Expert RA, ACRA, etc.
- Company ESG Day

Engagement methods

- Participation in events
- Press releases, briefings
- Presentations and interviews
- Responses to queries in comment format
- Hotline
- Corporate website



Suppliers

Purpose of engagement

To build ESG-driven sustainable supply chains

Key Questions

- Supply agreements
- Payment processes
- Transparency in supplier selection

Departments responsible for engagement

- Procurement

Highlights 2024

- Face-to-face meetings in a Q&A format

Engagement methods

- Contractual relationships
- Workshops and conferences
- Tenders
- Mediation board
- Technical audits and inspections
- Hotline
- Corporate website



Local and indigenous communities

Purpose of engagement

To meet the expectations that stakeholders have from key projects by Polyus, to support local communities

Key concerns

- Environmental and social impacts at the regional level
- Employment opportunities
- Infrastructure development
- Preservation of cultural diversity

Departments responsible for engagement

- Government Relations
- Public Relations
- Sustainability

Highlights 2024

- Holding the ninth Polyus Golden Season theater contest and the third Territoriya. Krasnoyarsk contemporary art festival
- Participation in the development of a quality-of-life index for industrial cities

Engagement methods

- Public assemblies and meetings, including public hearings
- Charity
- Social programs
- Newsletters and targeted communication
- Corporate website
- Social media channels

External initiatives

GRI 2-28 **MED 39**

Polyus believes that it is not possible to achieve common goals and solve strategic tasks in terms of sustainable development without cooperation. To promote sustainable development at the national level and maintain a dialog with Russian business leaders, the Company participates in industry initiatives and shares best practices and experience.

The Company works together with the following industry organizations:

- Mining Work non-profit partnership (a national association that promotes the mining industry)
- National Association for Subsoil Examination (non-profit partnership)
- Russian Union of Gold Miners (professional industry association, non-profit organization)
- Energy Consumers Association (non-profit partnership)
- The Chamber of Commerce and Industry of the Russian Federation (non-governmental non-profit organization)
- Russian Union of Industrialists and Entrepreneurs (RSPP) (non-profit organization)
- Anti-Corruption Charter of Russian Business RSPP

Polyus has been a member of the RSPP since 2014 and participates in 13 of its dedicated committees, which allows it to combine efforts with other business structures to improve the business environment and support the balance of interests of society, government and business. In 2021, Polyus co-founded the National ESG Alliance and has since actively participated in the work of its committees covering the environment, climate, infrastructure and social responsibility. Polyus' head of Sustainability coordinates the Alliance's International Cooperation Committee.

In October 2024, together with the Alliance, Polyus organized the first international ESG forum in Irkutsk, where sustainable development leaders from Russia and China discussed key issues regarding the environment, climate change and the social contribution of business.

In addition, in April 2024, Polyus contributed to the creation of the Quality-of-Life Index for small and medium-sized industrial cities with less than 100,000 residents, which was developed by the National ESG Alliance. The Company was directly involved in developing the methodology and conducting the research.

Moreover, Polyus participated in the creation of the ESG Alliance Climate Initiatives Map, which is an applied tool designed to present the entire spectrum of Russian business climate initiatives to a wide range of stakeholders.



Polyus' ESG scores

Polyus' achievements in various areas of sustainable development have been recognized by experts and the government. In 2024, the Company was recognized for its project in culture and education, territory development and biodiversity conservation, etc.



Expert RA

ESG-II(b) rating, A¹ ESG level – very high level of implementation and planning of sustainable development practices



ESG Index of Russian business by NCR and RBK

Score – Level I High Level (460–800 points) – maintaining 2023 results



Moscow Exchange – RSPN

- Level A in Responsibility and Openness index (increase from 2023)
- Level B in Sustainable Development Vector index



AKPA

ESG-AA, ESG-2 level (ESG-B – (on the scale used until March 25, 2024) – confirmation of a very high score in the ESG field



THE NATURE BENCHMARK²

Score 34.2
Overall ranking – 21st out of 389
Ranking in the industry – 8th out of 97



AK&M

RESG1 Rating – 99.2 points
(increase from 98.8 points in 2023)



Forbes

Rating of Russia's best employers, Platinum category



RAEX

AA, 84.8 out of 100
(maintaining the 2023 result)

Topical rankings:

- 1st place in Top 10 Russian companies leading in the effectiveness of stakeholder engagement for 2024
- 1st–2nd place in the Top 10 Russian companies leading in the implementation of renewable energy sources for 2024
- 3rd place in the Top 10 Russian companies leading in the quality of personnel development for 2024
- 2nd place in the Top 10 ESG ranking of the mining and metallurgical industry in 2025
- 3rd place in Top companies: Attention to climate impact in 2025
- A leader in Top companies in water resources management ranking in 2025

#TOPSTANDARD

¹ In accordance with the Bank of Russia scale.

² No revaluation in 2024; results are shown for 2023.

Polyus 2024 Awards and Prizes

In 2024, the professionalism of Polyus' employees and top management was once again recognized with various personal awards, including in the Top 1000 Russian Managers rating of the Association of Managers (AMR), in the 11th All-Russian TOP-COMM 2024 rating (AKMR) and the Talented Woman in Mining award (Women in Mining Association).

TITLE	CATEGORY	PROJECT
 Award The best ESG projects in Russia	Life on Land Biodiversity Conservation category	Polyus Conservation Area
 The first national award Our Contribution ¹	Education National Project	Polyus Class educational project for schoolchildren
	Tourism and Hospitality National Project	Gold of Discoveries tourist project
 19th RuPoR award for the development of public relations	Promotion of State and Public Programs, 1st place	Talented Woman in Mining award
	Event Communications, 1st place	The Nansen educational and awareness lecture and coffee series
	Cultural and Educational Projects, 2nd place	The Gold is Nearby exhibition organized by Polyus in partnership with the Polytechnic Museum
	Digital Communication, AI Technology of the Future, 2nd place	Myths and Truth about Gold: 20 Stereotypes about the Legendary Metal and What Do You Know about Gold Mining, implemented in collaboration with the TASS news agency
 Digital Communications AWARDS, Annual International Award of the Association of Directors of Communications and Corporate Media of Russia	Digital Media and Tools: Video	Birds of Talan Island, documentary prepared under the Polyus Conservation Area project
 14th national award ConTEXT	Best Image Communication Project	The Gold is Nearby exhibition
	Digital Project, 2nd place	It's a Woman's Business podcast
	Corporate Calendars, 2nd place	Universe of Gold

¹ The projects that won the Our Contribution 2022 National Award are listed. The award ceremony took place in May 2023. This event is significant for the Company outside the reporting period.

TITLE	CATEGORY	PROJECT
 LOUD, 4th communication award	PR Art & Culture, 1st place	Theatre contest Polyus. Golden Season and its final as part of the regional presentation of the Territoriya international festival of contemporary art
 MineMovie 2024, the 6th International Mining Documentary Film Festival	Best Film about Innovation category, 1st place	Polyus Research Center film
	Best Film on Environmental Projects category, 1st place	Polyus Conservation Area: Talan Island film
	Best Film about a Profession, 2nd place	Sukhoi Log film
	Best Popular Science Film, Jury Diploma	Olimpiada Mine film
 The Land of Discoveries geobrand festival	Territorial Geographic Uniqueness and Natural Beauty	Gold of Discoveries documentary mini-series
 LIME Pro – 2024	LIME. Digital Video. 1st place	Polyus Conservation Area: Talan Island video
	Data Visualization, 2nd place	Universe of Gold 2024 image calendar and a dedicated website
 Silver Mole award in the field of analytical control	-	Mineral Analytical Laboratory of the Polyus Research Center
 Rating of economic entities of Irkutsk Region	-	The absolute leader among the best companies in the region – Polyus Verninskoye
 RSPP's All-Russian Competition Business Flagships: Dynamics, Responsibility, Sustainability – 2023	For achievements in the field of occupational safety and health, 1st place	-

E NVIRONMENT

ENVIRONMENT

Environmental stewardship

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- 42 Reducing air emissions
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- 64 Plans for 2025 and the medium term

Climate change and energy consumption

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- 75 Climate-related metrics
- 80 Energy consumption and energy efficiency metrics
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Capital

- Natural capital
- Human capital

Stakeholders

- Shareholders, lenders and bondholders
- Local and indigenous communities
- Media
- Suppliers
- Government and regulators
- Employees and contractors
- NGOs and industry organizations

UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS



ENVIRONMENTAL STEWARDSHIP

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Material topics

PRIORITY 2

- Responsible tailings management

PRIORITY 3

- Impact on water resources
- Biodiversity
- Waste management
- Emissions of pollutants

Key events

- Obtaining comprehensive environmental permits for all Category I facilities with a negative environmental impact (NEI)
- Launching the implementation of a tailings storage safety monitoring system across the Company's mining assets
- Developing a continuous training program for personnel on the management and safe operation of tailings storage facilities

\$85 mln
spent on environmental protection measures

\$1.9 mln
Negative environmental impact fees

92%
of water reclaimed and reused

647 ha
reforestation area

Management

GRI 3-3

GRI 101-4

GRI 306-1

GRI 14.4.4

GRI 14.5.2

Like other mining companies, Polyus impacts various environmental components at every stage of gold production and transportation, including air quality, water bodies, land resources and biodiversity, while also generating waste.

To manage and minimize environmental impacts, the Company develops and implements integrated solutions that address all key environmental aspects.

Biodiversity and land management

Potential impact

During gold mining and the development of industrial, residential and infrastructure facilities — including tailings storage and waste disposal sites — land is withdrawn, forests cleared and animal and plant habitats fragmented, altered and contaminated. Noise, light and vibration impacts on wildlife are also observed.

Air

Potential impact

Pollutants are emitted during blasting, ore crushing and the operation of mining machinery.



Water resources

Potential impact

Withdrawing water from natural sources and discharging wastewater back can disrupt the natural water balance and introduce pollutants into these ecosystems. Less than 10% of the Company's total water consumption comes from natural sources.

Waste management

Potential impact

Mining and processing activities at the Company's assets generate waste across hazard classes I to V, with over 99.9% consisting of non-hazardous overburden and tailings.

#IMPACTCONTROL

Polyus takes a systematic approach to its planning and implementation of environmental protection and impact mitigation measures across all its regions of operations. The Company considers environmental aspects in its business decisions and strategic planning, including the identification and assessment of risks arising from operations.

Polyus applies the best available techniques (BAT) at its assets, including implementing a closed-loop water recycling system and using modern gas treatment equipment. The Company ensures safe waste management and strives every year to increase the proportion of recycled or treated waste. In compliance with Russian Federation legislation, the Company also undertakes land reclamation and forest restoration activities and participates in biodiversity conservation efforts. One of Polyus' priorities is to minimize its environmental impact and help maintain the favorable environmental conditions in its regions of operations.

In 2024, in line with legislation, Polyus completed the process for obtaining Comprehensive Environmental Permits (CEPs) for all Category I NEI facilities¹. The CEP is a single, comprehensive document that sets mandatory environmental protection requirements, reflecting the facility's compliance with BAT. Securing a CEP is a lengthy process that involves preparing an extensive package of documents and demonstrating either compliance with BAT requirements or the implementation of programs aimed at improving environmental performance and establishing automated environmental monitoring and control systems.

Compliance with BAT has been confirmed for all Polyus' assets.

As part of its preparation for obtaining a CEP, the Company implemented various environmental protection measures, including the upgrading of technologies to reduce environmental impact, modernizing production and carrying out biodiversity compensation and remediation projects. Obtaining a CEP confirms that Polyus' operations strictly comply with applicable environmental requirements and reflects the Company's ongoing commitment to reducing its environmental impact.

At Polyus, environmental protection is prioritized at all levels of the management structure — from the Board of Directors and its committees to the environmental departments within business units. Some management functions are shared across multiple departments for certain critical issues. For example, tailings storage facility safety is managed jointly by the Company's production, engineering, industrial safety and environment departments.

To optimize environmental management processes, the Company merged the Occupational Health Committee and the Industrial Safety and

Environmental Protection Committee into a new advisory body during the reporting period — the HSE Committee.

The Company has also started establishing dedicated waste management units at its assets. This will proceed in parallel with the development of the necessary waste management infrastructure. The units are currently operating in pilot mode at Verninskoye and Kuranakh, and there are plans to expand their teams in the future.

GRI 3-3

Environmental management structure

Governing body	Environmental protection functions
HSE Committee	Making final decisions on environmental protection. Developing recommendations for further environmental activities to be considered in the Company's project funding allocation process.
CEO	Allocation of responsibilities for managing sustainable development matters, including environmental, along with associated risks and impacts. Management of stakeholder engagement processes.
Environmental Protection and Hydrotechnical Facilities Safety Department	Oversight of the environmental agenda, including development of mitigation measures for environmental risks and preparation of recommendations for leadership.
Sustainability Department	Collaboration with stakeholders on biodiversity conservation, coordination of the Polyus Conservation Area program and development of the Nature initiative within Polyus Charity Fund's activities.
Real Estate, Land Relations and Forestry Management Department	Implementing reforestation programs and ensuring compliance with forestry and land laws.
Environmental departments within business units	Operational environmental monitoring, obtaining regulatory and permit documentation, organizing and supervising environmental protection measures, conducting initial risk assessments and preparing proposals for mitigation actions

¹ An NEI facility is a facility that has a negative environmental impact.

The Company has implemented KPIs for management regarding environmental permits and environmental impact fees. All KPIs for 2024 were achieved.

In 2024, regulatory authorities carried out 14 inspections at the Company's facilities. They identified 11 non-compliances, most of which involved documentation and air emissions. No significant violations or incidents resulting in negative environmental impacts were found in the Company's operations.

The Company maintains an environmental management system, whose compliance with the ISO 14001¹ standard was confirmed by an external audit in 2024.

To support employee training in terms of environmental protection, the Company organizes sessions every year to meet legislative requirements through federal programs and specialized courses developed by its own experts. In 2024, the Company delivered training in the following areas tailored specifically for Polyus:

- Waste management during mining operations
- Ensuring compliance with environmental legislation
- Management of environmental protection activities
- On-site environmental risks

A program was also developed for finance and economics personnel that focused on the economic aspects of environmental protection activities. More than 200 employees took part in the training programs.

During the reporting year, Polyus representatives participated in the 18th All-Russian Seminar for Industrial Environmental Specialists. The Company's employees were recognized with industry awards for their achievements in environmental protection. At an event dedicated to Ecologist's Day, the Head of the Polyus' Licensing and Permitting Department received the Excellence in Nature Conservation award. Several other Company specialists received Certificates of Honor from the Ministry of Natural Resources and Environment of the Russian Federation.

During the reporting year, Polyus co-organized the Biodiversity Conservation for a Sustainable Future session as part of the UN Climate Change Conference (COP29). At the event, the Company presented key outcomes of its environmental and climate-related activities for the reporting period.

In 2024, Polyus organized the GRI 101: Biodiversity Standard – Challenges and Prospects seminar, which was dedicated to the release of the updated GRI 101: Biodiversity 2024 standard. During the session, the Company presented a draft Russian translation of the document, discussed key indicators and shared expert assessments.

The Company recognizes the importance of environmental well-being in the regions where it operates for maintaining ecosystem services essential to local communities, particularly Indigenous Minorities of the North, Siberia and the Russian Far East. Due to the low population density in the areas where Polyus' assets are located, separate studies have not been conducted on this topic. Polyus engages with local communities and implements environmental protection measures to prevent impacts on local ecosystems.

GRI 3-3

GRI 303-1

GRI 14.7.2

Polyus considers stakeholder input in its use of natural resources and the implementation of environmental protection measures across all regions where it operates. The Company has a mechanism in place for reviewing environmental proposals and complaints and regularly holds discussions, consultations and public hearings involving stakeholders. For example, when developing new exploration projects, Polyus actively takes into account the views of local communities to balance interests and minimize potential conflicts related to land use, shared water resources and impacts on soils and ecosystems that serve as vital resources for local residents. In 2024, public consultations were held at the Verninskoye and Sukhoi Log sites.

The Company works closely with the scientific community on environmental protection issues. Researchers from various institutes and scientific organizations participate in the Company's wildlife and plant monitoring activities and biodiversity conservation projects — in particular the Polyus Conservation Area.

Strategy

GRI 3-3

The key principles guiding the Company's environment protection activities are outlined in [Polyus' Sustainability Strategy](#). In line with this strategy, the Company aims to identify and minimize the environmental impact of its operations through responsible asset management across the entire lifecycle — from exploration and design to mining, processing, closure and land reclamation.

To assess the intensity of environmental impacts, compliance with legal and international standards and the effectiveness of environment protection measures, the Company conducts inspections, audits and monitoring studies, including involving independent experts.

¹ GOST R ISO 14001-2016 Environmental management systems. Requirements with guidance for use.

Water stewardship

GRI 3-3

GRI 303-1

GRI 303-3

GRI 303-4

GRI 303-5

GRI 14.7.1

One of Polyus' strategic goals is to reduce the specific volume of freshwater withdrawn from surface and groundwater sources. To achieve this, the Company implements measures at its assets to maintain a high level of water recycling and reuse — over 90% — through closed-loop and recirculating water supply systems. To minimize its impact on water resources, Polyus monitors water discharge and implements water conservation initiatives. The Company's operations do not affect regions experiencing high water stress¹. In managing

water resources, Polyus complies with the legal requirements of the Russian Federation and aligns with the principles of the UN Global Compact.

At the corporate level, regarding responsible water use, the Company is guided by the Standard [Sustainable use of natural resources, prevention of environmental pollution](#).

GRI 303-2

GRI 14.7.3

The Company's assets regularly conduct laboratory monitoring of all wastewater to ensure compliance with established standards before discharge. This monitoring is carried out by specialists from Polyus' accredited environmental laboratories and third-party organizations at Kuranakh, Natalka, Verninskoye, Olimpiada and Blagodatnoye. Going forward, the Company plans to expand laboratory accreditation and upgrade equipment to improve the accuracy of water quality monitoring. In 2024, no violations of environmental regulations were identified during testing.

In addition to meeting mandatory requirements, Polyus focuses on several areas to minimize its impact on water bodies, including the use of best available techniques (BAT).

Best available techniques

- Maximizing the use of production water (primarily pit and storm water) to reduce freshwater withdrawal from natural sources
- Ensuring the uninterrupted operation of water treatment facilities that provide the required level of purification for wastewater discharged into natural water bodies
- Preventing the discharge of untreated wastewater, for example, by collecting underoil water generated during waste rock dumping into settling ponds for treatment before discharge into natural water bodies
- Operation of recirculating water supply systems in which water used in technological processes or for cooling equipment is treated and reused



#CLEAN WATER

¹ Based on data from the [Aqueduct Water Risk Atlas](#).

Reducing air emissions

GRI 3-3

GRI 14.3.1

To ensure compliance with Russian air protection legislation and to assess the effectiveness of emission reduction measures, the Company conducts an inventory of emissions and their sources and performs instrumental measurements. The results of the 2024 measurements did not identify any excess of established emission standards and confirmed that Polyus' activities have a minimal impact on air quality in its regions of operations.

Implementing air protection measures, including through the use of BAT, is a key objective for the Company as part of its Sustainability Strategy.

Case study

Through the use of BAT, the Company is able to achieve the highest currently available level of environmental protection performance. To reduce its impact on air quality, Polyus employs the following technologies at its facilities.

Implementation and improvement of gas treatment equipment at all operating, upgraded and new facilities that emit air pollutants. The Company also ensures that its equipment is promptly maintained and upgraded. The approach involves integrating reliable and sealed emission control units into the process as structural components of the main equipment, along with automating the operation of gas treatment systems.

Introduction of dust suppression systems during gold mining, equipment operation and ore transportation. Various methods may be used in drilling and blasting operations, such as blasting high benches (over 30 m), deck loading, using explosives with a near-zero oxygen balance, spraying areas prepared for blasting and adjacent dust settling zones and spraying blasted rock material. To reduce dust emissions during pit development and operation and during the loading and transportation of rock mass, various spraying and surface moistening techniques are employed. Pit water is primarily used for spraying.

Maintaining the required pH level of gold-bearing slurry during heap leaching through liming. In this process, the slurry pH is maintained within a range of 6 to 12, depending on process requirements. This helps prevent the hydrolysis of sodium cyanide, which can produce toxic hydrogen cyanide gas, reduces cyanide consumption during leaching and improves the recovery efficiency of valuable components.

Automated control of reagent solution flow rate used for pollutant emissions treatment. This method enables the precise dosing of reagents in the minimum quantities required for process efficiency, promoting more efficient resource use.

Lesson learned

The implemented measures help reduce atmospheric emissions from mineral mining and processing, positively impacting employee health and the ecosystems in the regions where the Company operates.



Waste management

GRI 3-3

GRI 306-1

GRI 306-2

GRI 14.5.1

GRI 14.5.2

GRI 14.5.3

Polyus ensures safe waste management and continues to enhance efforts to increase the proportion of waste that is recycled or treated. When reuse or recycling is not possible, waste is either disposed of at the Company's own facilities or transferred to specialized organizations. Hazardous waste¹ is usually handled by third-party contractors for disposal, recycling or treatment. These contractors provide Polyus with documentation confirming that the processes were conducted in accordance with legal requirements.

For waste not classified as mining waste, Polyus takes measures to reduce its volume and ensure safe handling at all stages of the asset lifecycle, in accordance with the IFC standard [Resource Efficiency and Pollution Prevention](#).

Polyus regularly monitors environmental conditions and pollution levels within the territory and impact zones of its operations, including waste disposal facilities. In 2024, no waste-related incidents resulting in environmental damage were recorded.

The implementation of waste reduction practices is closely linked to the use of BAT, such as:

- The use of overburden and host rocks for backfilling and land reclamation, as well as the use of specialized storage systems for these materials
- Storage of solid mining waste
- Compaction and layering of waste during bulk (heap) disposal
- Reinforcement of outer slopes during bulk (heap) waste deposition, among other methods

All Polyus sites place a strong emphasis on environmental monitoring. To support this, specialized laboratories at the Company's assets regularly analyze samples of air, water, soil and other environmental components.

The Company's assets have also implemented the practice of separate collection, accumulation and sorting of waste into categories such as plastic, metal, industrial items, used oil, etc.

#GOLDENAPPROACH

¹ This includes waste classified as hazard classes I–III, as well as certain class IV wastes, such as rubber-based industrial products.

Case study

INTEGRATION OF CIRCULAR ECONOMY PRACTICES INTO POLYUS' OPERATIONS

The Company implements circular economy practices at its assets to achieve the efficient consumption of raw materials and optimize operations. In this way, Polyus seeks to prevent potential resource shortages in the future and reduce the volume of waste requiring disposal. These practices are integrated into the Company's waste management and water use activities.

For example, the Company has established a process for recycling reagent tanks used in gold mining into plastic granules, which are then sold as raw material for the production of various non-food-grade materials, including low-density polyethylene. Special plastic shredders are installed at two of the Company's mines — Verninskoye and Natalka. In addition, a portion of the overburden generated during gold mining is used for the construction of roads and tailings dam embankments.

With regard to water use, and in line with circular economy principles, Polyus employs a recirculating water system at its assets that uses pit and storm water. Most of the water used to replenish the system comes from pit dewatering operations, with minimal reliance on groundwater and surface water sources. The water is then treated at the Company's water treatment facilities and fed into the closed-loop water supply system. Treated pit water is also used for dust suppression in pits, at ore sorting stations and at transport infrastructure sites. This approach significantly reduces both freshwater withdrawal and the discharge of wastewater into natural water bodies.

Lesson learned

This practice helps reduce the consumption of natural resources and lessen the impact on land and water resources.



Case study

SUPPORT FOR THE PLASTIC RECYCLING INITIATIVE AT THE GREEN HOUSE WORKSHOP

Polyus actively integrates waste recycling initiatives into its operations. In addition, the Company supports local community efforts related to plastic recycling and promotes responsible waste management. One such initiative, supported through the Pole of Opportunity contest, was the establishment of the Green House recycling workshop at the Cultural Institution Center for Leisure and Folk Art of Tenkinsky District, Magadan Region.

With Polyus' support, the workshop was equipped with collection boxes for plastic caps and a full set of plastic recycling equipment, including a bicycle-powered shredder, injector, thermo press. Visitors can recycle some of the collected caps and create a keychain or badge featuring the imprint of Tenkinsky District and the Polyus Charity Fund.

The workshop also hosts environmental education and awareness activities, including lectures, quests, interactive programs, quiz games and demonstrations of the plastic recycling equipment in operation.

Lesson learned

Support for the project helps introduce residents of Tenkinsky District to the stages of plastic recycling and its importance for the country's environmental well-being. It may also encourage them to adopt responsible waste management practices, such as separate collection and plastic recycling.



Safety of tailings storage facilities

GRI 3-3

GRI 14.7.1

GRI 14.6.2

The safe operation of tailings storage facilities is one of Polyus' key priorities in terms of industrial safety. The Company's official position is outlined in a dedicated document that applies across the entire group.

In early 2024, the working group met to assess the compliance of tailings storage facilities with the [Global Industry Standard on Tailings Management](#). During the meeting, further directions for tailings management activities were defined.

All Polyus' tailings storage facilities underwent scheduled internal and external inspections during the reporting year, including by Rostekhnadzor.

At Blagodatnoye and Kuranakh, inspections of tailings storage facilities were carried out with the participation of external independent experts, representatives of the Ministry of Emergency Situations (EMERCOM) and Rostekhnadzor. The inspections did not reveal any technical violations in their operation. All identified issues were related to documentation errors and were promptly addressed. At Natalka, a pre-flood season inspection was also conducted in accordance with legal requirements with the involvement of representatives from the regional administration and EMERCOM.

In the operation of its tailings storage facilities, Polyus implements the following BAT: the use of downstream tailings storage facilities, protective liners and the reinforcement of outer slopes of containment structures. At Kuranakh, where gold is extracted using heap leaching, additional BAT measures have been implemented, including the treatment of cyanidation tailings in centrifugal separators to recover undissolved gold and the use of reagents to neutralize cyanide-containing tailings slurry.

Case study

IMPLEMENTATION OF A TAILINGS STORAGE FACILITY SAFETY MONITORING SYSTEM

As part of tailings storage facility automation, the Company is implementing a safety monitoring system that includes two components:

- A workstation-based monitoring system that transmits data on current tailings storage facility parameters to automated operator workstations in the form of databases and visualizations. The system has been integrated into industrial operations at Olimpiada and into pilot-scale operations at Natalka, Blagodatnoye, Kuranakh and Verninskoye.
- An automated tailings storage facility condition monitoring system, which involves installing a network of sensors inside and/or around the perimeter of the facility. These sensors transmit real-time data on changes in the condition of the tailings storage facility. In 2024, the design of the sensor network was completed at Blagodatnoye, Kuranakh, Natalka and Verninskoye (including the new tailings storage facility at Verninskoye). Installation of the sensor system has already begun at Verninskoye. In 2025, full-scale sensor installation is planned for Kuranakh and Blagodatnoye, with work also set to begin at Natalka and Olimpiada.

Lesson learned

Implementation of the automated monitoring system will enhance the safety of tailings storage facility management by enabling the prompt detection of issues.



Case study

EXPERIMENTAL METHODS FOR MONITORING THE CONDITION OF TAILINGS STORAGE FACILITIES

Several Polyus sites use traditional and experimental methods to monitor the condition of tailings storage facilities. Monitoring primarily focuses on technical characteristics, such as the position of the phreatic surface and the geometry of the dam. In the future, the number of monitored parameters is expected to increase through the use of new instruments. For example, pore pressure sensors will enable the Company to monitor potential liquefaction risks and adjust its operations accordingly, while inclinometers will make it possible to track shifts within the tailings mass.

Verninskoye

At Verninskoye, an autonomous monitoring system tracks the displacement and settlement of the drainage dam at the flotation tailings storage facility. The system uses reflector markers and automated total stations. At the site's new tailings storage facility, a full network of pore pressure sensors has been designed for installation within the dam body, and a ground-penetrating radar has been installed in the tail bay to enable mapping of the slip surface across the entire dam area.

Natalka

At Natalka, an experimental satellite-based monitoring program is being conducted to assess the condition of tailings storage facilities. During the summer, large-scale satellite data is used to detect changes in the parameters of the tailings storage facilities.

Olimpiada and Blagodatnoye

Currently, the assets are piloting the use of GPS-based monitoring markers. A network of markers is deployed across the tailings storage facilities to transmit geospatial data, enabling the detection of changes in dam subsidence and ground displacement.

Lesson learned

The implementation of new tailings monitoring methods improves the process efficiency and significantly reduces associated potential risks.



In 2024, Polyus began work on a continuous training program for personnel on the management and safe operation of tailings storage facilities. The Company plans to launch the program in 2025. The program will include professional retraining

and advanced training for personnel involved in the operation of tailings storage facilities and a large-scale knowledge exchange initiative. As part of this initiative, Company employees will visit other facilities and participate in internship programs.



Biodiversity and land management

GRI 3-3 GRI 101-1 GRI 14.4.1 GRI 14.4.2

As in previous years, Polyus continues to implement measures to preserve biodiversity and ecosystems in its regions of operations. The Company conducts its activities in accordance with Russian national standards and [the Kunming-Montreal Global Biodiversity Framework](#).

At the corporate level, the Company has developed and adheres to its own [Standard on Biodiversity Conservation](#) and methodological guidance on Risk Evaluation and Biodiversity Monitoring.

The Company's operations do not affect any areas of high biodiversity value¹, including UNESCO World Heritage Sites, federal and regional specially protected natural areas (SPNAs), wetlands or Russia's key ornithological territories, and have no confirmed impact on protected or vulnerable species listed in the IUCN Red List.

To assess the impacts and risks related to biodiversity and ecosystems, Polyus conducts field monitoring of flora and fauna in its areas of operation. This monitoring captures changes in the composition and condition of biodiversity components.

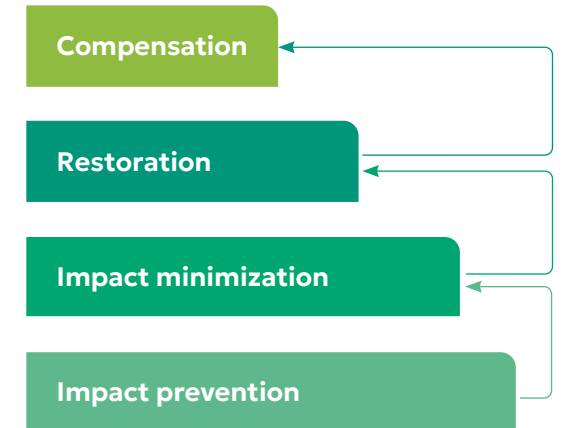
In the operation of industrial facilities and implementation of environmental protection measures, Polyus takes into account the specific location and ecosystem characteristics of each site.

Field studies have not identified any high biodiversity-related risks for the Company's mining assets.

GRI 101-2 GRI 101-4 GRI 14.4.3 GRI 14.4.4

The Company's approach to biodiversity conservation and the planning of associated activities are based on the mitigation hierarchy. This has enabled the Company to establish an effective system for managing environmental aspects and risks related to biodiversity and ecosystems.

Mitigation hierarchy



Additionally, as a voluntary initiative, the Company is implementing the Polyus Conservation Area program, which aims to provide systematic support to SPNAs. This enables the Company to help maintain the stable condition of SPNA ecosystems and the plant and animal species that inhabit them.

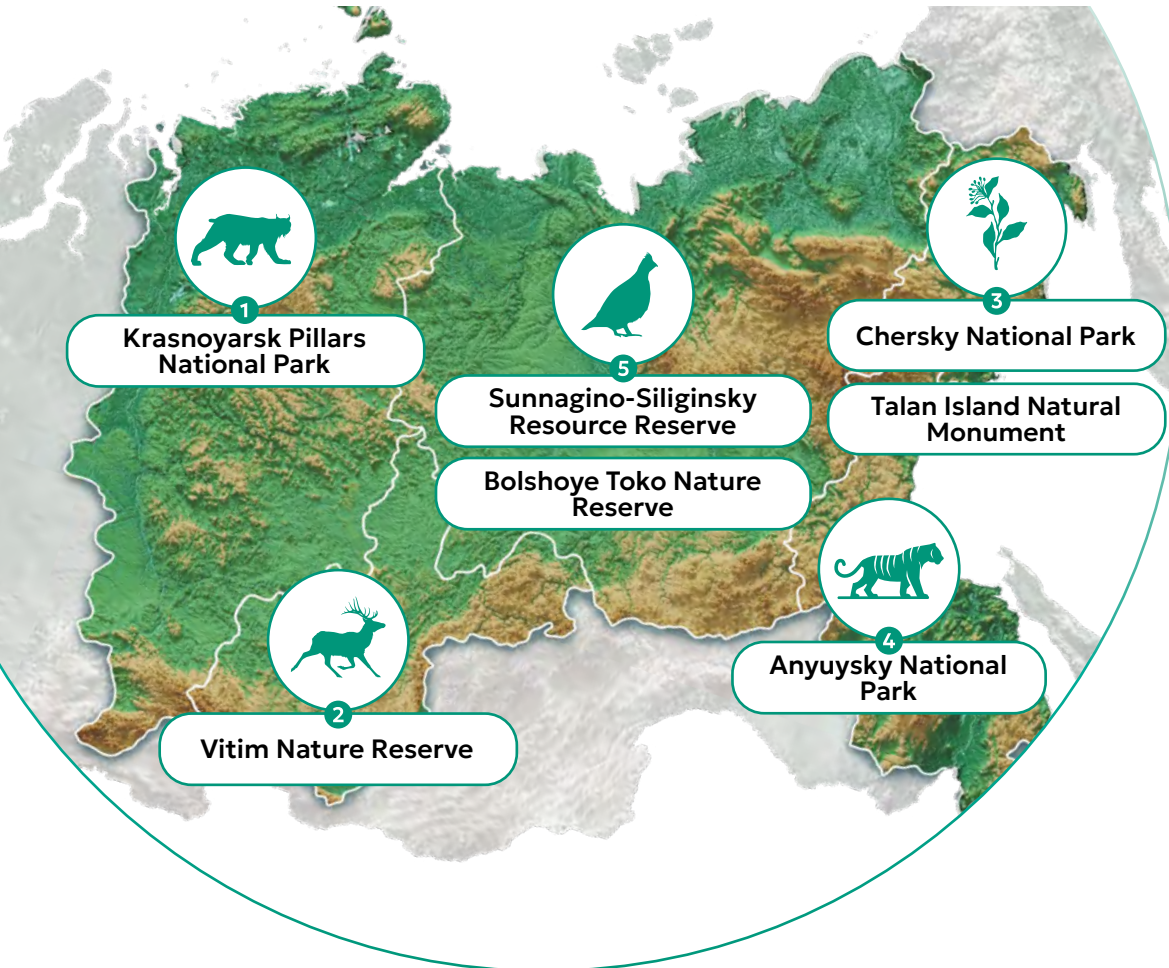
[For more information on the regions where Polyus operates, see the dedicated Biodiversity Conservation Report.](#)

Prevailing ecosystems in the areas affected by Polyus' operations

Polyus asset	Constituent Entity of the Russian Federation	Prevailing ecosystem type
Olimpiada and Blagodatnoye	Severo-Yeniseisky District, Krasnoyarsk Territory	Diverse taiga forests
Verninskoye and Sukhoi Log	Bodaibo District, Irkutsk Region	Mountain larch taiga
Kuranakh	Aldan District, Republic of Sakha (Yakutia)	Mountain taiga belt
Natalka	Tenkinsky District, Magadan Region	Larch open woodlands
Chulbatkan	Polina Osipenko District, Khabarovsk Territory	Taiga forests

¹ Areas recognized as important for biodiversity under [GRI 101: Biodiversity 2024](#), include territories with protected status that are important for species conservation, ecosystem preservation and maintaining ecological connectivity.

Polyus Conservation Area Program — Major Projects (2021–2024)



1 Krasnoyarsk Territory

Project:

STUDY AND CONSERVATION OF LYNX AGAINST A BACKGROUND OF HIGH HUMAN IMPACT (2022–2023)

Target species:

- Eurasian Lynx

IMPACT OF LARGE RECREATIONAL FACILITIES ON AVIFAUNA (2024)

Target species:

- Hazel grouse
- Thrushes
- Crossbills
- Small raptors and others

2 Irkutsk Region

Project:

CONSERVATION AND STUDY OF SPECIES DIVERSITY AND POPULATION SIZE OF WILD UNGULATES (2021–2024)

Target species:

- Musk deer
- Reindeer
- Wapiti
- Elk
- Siberian roe deer
- Bighorn sheep

CONSERVATION AND POPULATION GROWTH OF RARE WATERFOWL AND BIRDS OF PREY (2022–2023)

Target species:

- Common goldeneye

3 Magadan Region

Project:

STUDY OF THE NATIONAL PARK AREA AND DEVELOPMENT OF A MONITORING AND CONSERVATION STRATEGY (2023–2024)

Target species:

- Longnose sucker
- Golden Eagle
- Gyrfalcon
- Lady's slipper orchid
- Adams' rhododendron
- Clustered edelweiss and others

STUDY AND CONSERVATION OF RARE BIRD SPECIES (2022)

Target species:

- Horned puffin
- Tufted puffin
- Crested auklet and whiskered auklet
- Kittiwake
- Guillemot
- Ancient murrelet
- Steller's sea eagle
- Peregrine falcon and others

4 Khabarovsk Territory

Project:

BIOTECHNICAL MEASURES TO SUPPORT THE AMUR TIGER (2023–2024)

Target species:

- Amur tiger
- Wild boar

5 Republic of Sakha (Yakutia)

Project:

ASSESSMENT OF THE SIBERIAN GROUSE POPULATION (2022–2024)

Target species:

- Siberian grouse

Polyus Conservation Area Program — Major Projects (2024)

KRASNOYARSK TERRITORY



Asset:
Olimpiada and Blagodatnoye

SPNA:
Krasnoyarsk Pillars National Park

Key activities in 2024

In 2024, Polyus launched a new project in collaboration with the Krasnoyarsk Pillars National Park to prevent bird fatalities caused by collisions with glass. As part of the project, a bird survey was conducted across the national park to clarify the species composition. From May to October, a separate count was carried out to record bird deaths resulting from collisions with glazed infrastructure within the park. The species of deceased birds were identified, and the most likely causes of the collisions were determined. As part of the project,

mesh screens with additional fastenings were installed on a trial basis at three sites: the research station and visitor pavilion in the Narym educational and research complex and the ranger post at the Eastern entrance. A month after installation, inspections of the mesh screens showed evidence of bird collisions, but none resulted in fatalities.

As part of preparations for the 100th anniversary of the national park in 2025, Polyus supported the publication of a collection titled “Remarkable Fauna of the Krasnoyarsk Pillars National Park”. The book features information on key animal species captured by camera traps installed over the years for scientific purposes within the conservation area, including those placed with Polyus’ support. In addition, the previously released volume “Remarkable Flora of the Krasnoyarsk Pillars National Park” was reprinted during the reporting period.

IRKUTSK REGION



Asset:
Verninskoye and Sukhoi Log

SPNA:
Vitim Nature Reserve

Key activities in 2024

With Polyus’ support, the operation of feeding stations and camera traps continued. During the project, branch feed was prepared, rock salt was added to mineral licks and new data was obtained on the behavior, structure and population size of forest reindeer, moose and wapiti captured by previously installed camera traps. In July and August, an additional 14 camera traps were installed in areas of potential snow sheep habitat within the reserve.

Due to the challenging wildfire situation in Irkutsk Region in the summer of 2024, Polyus supported the nature reserve by helping ensure the security of its borders

and prevent unauthorized access to its territory. With the Company’s support, a total of five helicopter flights were carried out to survey the reserve’s high-mountain areas, including its borders near the Apsat Pass and Lake Ogorodnoye. No violations of the protected area regime were identified. In 2024, additional camera traps were installed on the northern and southern slopes of the Kodar Range in potential habitats of the Kodar snow sheep.

However, due to the large number of wildfires and hotspots requiring full mobilization of the reserve’s resources — particularly its protection department — the planned forestry activities, including the setup of a temporary post at Lake Ogorodnoye and repairs to the winter shelter at the Pravaia Sygykta River, were postponed to 2025.

Polyus Conservation Area Program — Major Projects (2024) (continued)

REPUBLIC OF SAKHA (YAKUTIA)



Asset:
Kuranakh

SPNA:
Bolshoye Toko Nature Reserve

Key activities in 2024

In 2024, efforts continued to assess the current status of the Siberian grouse population in the Republic of Sakha (Yakutia). In the summer of 2024, a field team conducted an inspection of the grouse's habitat in the Neryungrinsky District, within the area

of the Bolshoye Toko State Nature Reserve. Comprehensive studies were conducted in the Undytyn river basin, with four spruce forests examined in detail along the river's upper and middle reaches. Signs of the grouse were found in three of these forests, leading to the conclusion that the species is common in this area. In the lower reaches of the river, where there are no Ajan spruce forests, no signs of the grouse were detected.

As a result of the project, all major areas of the known range of the Siberian grouse in the Republic of Sakha have now been studied, with the exception of the northern boundary of its distribution.

MAGADAN REGION



Asset:
Natalka

SPNA:
Chersky National Park

Key activities in 2024

Over the reporting period, with financial support from Polyus, research on the biodiversity of the Chersky National Park continued. During the 2024 expedition, experts continued studying the biology of northern plants and animals, with a particular focus on hydrobiological research. In addition, for the first time, studies were conducted of phytoplankton, zooplankton, periphyton and benthos in the lakes around Lake Momontay.

In 2024, research was launched to comprehensively study the aquatic communities of the oligotrophic lakes of the Ui-Momontay lowland.

Cooperation partner:
Institute for Biological Problems of the North, Far Eastern Branch of the Russian Academy of Sciences

The collected data will provide a necessary foundation for the detailed study of the region's large lakes, including Lake Momontay.

As a result of the 2023 studies, valuable data on the avifauna of the area was collected. Species such as the gyrfalcon and the golden eagle were observed. A herbarium was also assembled for future population-genetic analysis.

To raise public awareness and educate people about the natural features and landscape diversity of Magadan Region and to support the development and promotion of the newly established national park, a photo exhibition was organized featuring images taken during the expeditions.

In 2024, two insect species new to science from the Chironomidae family were discovered, and certain biological characteristics of some fish species were identified.

Polyus Conservation Area Program — Major Projects (2024) (continued)

KHABAROVSK TERRITORY



Asset:
Chulbatkan

SPNA:
Anyuysky National Park

Key activities in 2024

Polyus continued implementing its joint project with the national park for biotechnical measures aimed at supporting the food supply for the Amur tiger. The project was initiated after an outbreak of African swine fever nearly wiped out the wild boar population — the tiger's main prey. As a result, the tigers were forced to seek food in neighboring areas and in settlements

in Nanai District. The goal of the project is to restore the population of wild boar and other ungulates within the park. The project is expected to increase the number of ungulates to a level sufficient to sustain the tigers and to help reduce the number of conflicts between Amur tigers, local residents and domestic animals.

As part of sowing forage fields for the winter feeding of wild ungulates in 2023–2024, the scale and quality of biotechnical measures were significantly increased (achieving up to 100% germination), which should support the restoration of the ungulate population in the national park. Camera traps installed at the feeding fields recorded visits by ungulates, tigers and other animals.

IN 2024, THE POLYUS CONSERVATION AREA PROGRAM RECEIVED TWO VIRONMENTAL AWARDS



Best ESG Projects of Russia — winner in the Life On Land. Biodiversity Conservation category



National award in environmental technologies ECOTECH-LEADER – winner in the Biodiversity Conservation category

Case study

BIODIVERSITY CONSERVATION REPORT

To increase transparency in its biodiversity conservation activities and inform stakeholders, Polyus prepared a Biodiversity Conservation Report in 2024, which was published in early 2025. The report provides a retrospective overview of the Company's efforts to preserve flora and fauna since 2015, detailed information on the biodiversity of the Company's areas of operation and the results of ongoing monitoring. In addition, the report describes Polyus' approach to biodiversity management and the identification of key impacts and risks. A special section is dedicated to Polyus' mandatory and voluntary biodiversity conservation initiatives in its regions of operations.

[For more information, see the Biodiversity Conservation Report.](#)

Lesson learned

Publication of the report enables a wide range of stakeholders to access information about biodiversity in Polyus' regions of operations and to learn about the Company's contribution to its conservation and its approaches to project implementation.



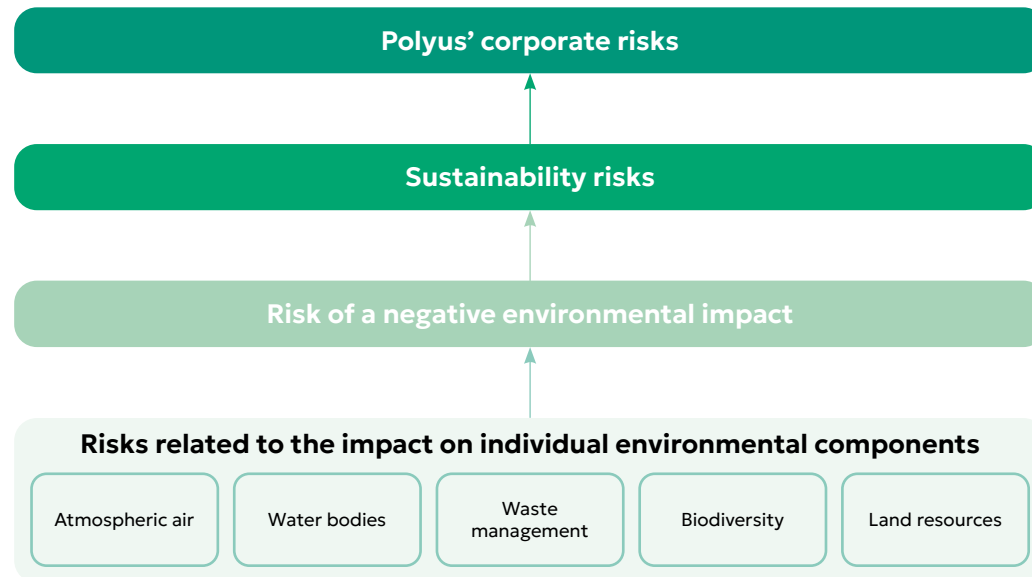
Risks

GRI 3-3

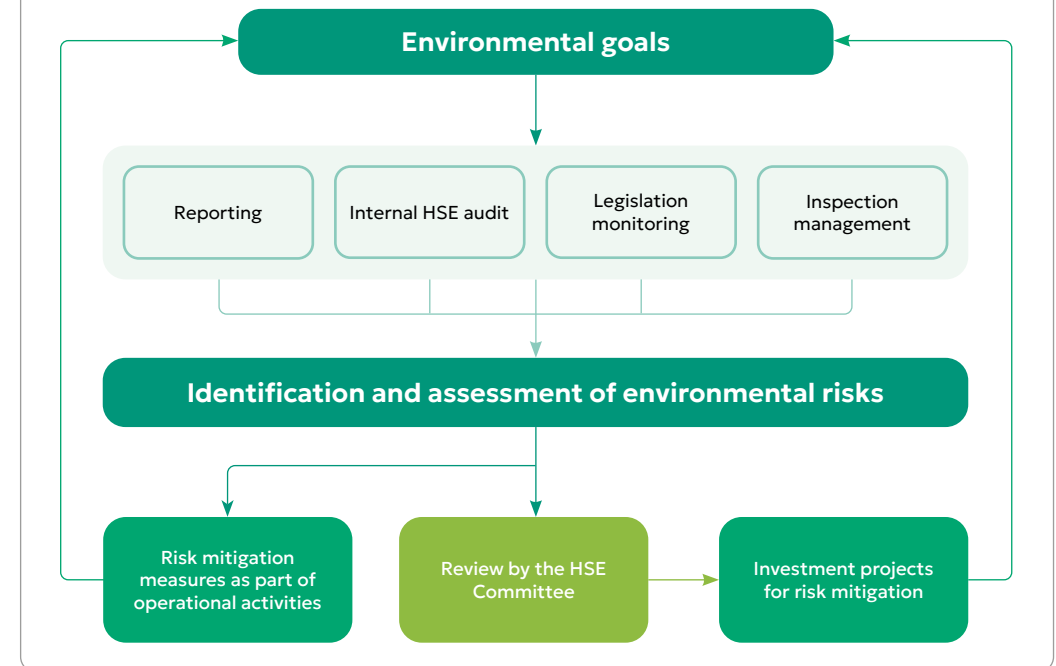
Polyus recognizes the risks its activities pose to the environment. The Company has developed a comprehensive approach to mitigate and manage these risks.

The risk of negative environmental impact is integrated into Polyus' overall corporate risk framework. It serves as a composite indicator that brings together various environmental risks associated with specific areas of impact.

Environmental protection risks within the corporate risk management system



Environmental conservation risks are assessed and managed using the same approach applied to overall sustainability risk management



For more information on Polyus' approach to sustainability risk management, see the [Sustainability Risk Management section](#).

The Company considers the significance of environmental risk and any changes noted during the annual reassessment of the risk and its components when making strategic decisions, including those related to financing specific projects. Risk assessment is also taken into account when formulating environmental goals.

To minimize environmental risks at the Company's assets, Polyus complies with Russian legislation and applicable international environmental standards and implements operational and organizational measures aimed at managing each specific risk.

Through the timely analysis and reassessment of risks, the Company is able to identify a number of opportunities related to environmental risks. For example, the use of pit inflow water in the recirculation system allows for the simultaneous minimization of risks of negative impact on water bodies — both from withdrawal (depletion) and discharge (pollution). Polyus has also developed adaptation plans to address uncertainties associated with environmental risks.

Case study

WATER MANAGEMENT RISK IDENTIFICATION AND MITIGATION

The corporate risk management and internal control system enables Polyus to regularly identify water-related risks and develop methods for managing them.

One of the main risks that the Company's operations pose to water resources is the potential negative environmental impact associated with water management. To mitigate this risk, the Company uses recirculating water systems supplemented by production water, minimizes wastewater volumes, equips all facilities with treatment plants and regularly upgrades them. These measures help improve the quality of wastewater treatment and reduce the impact of effluents on water bodies.

No new risks to water bodies were identified during the risk reassessment process in 2024.

[For more information on water risk assessment, see the Polyus Water Report.](#)

Lesson learned

The timely identification and effective mitigation of water management risks prevent their occurrence, which could otherwise result in negative consequences for the environment and stakeholders. This also helps avoid conflicts related to water management and violations of environmental regulations.



#SPECIESMONITORING

Case study

BIODIVERSITY RISK IDENTIFICATION AND MANAGEMENT

The Company assesses biodiversity risks in line with the recommendations of international standards, including the [TNFD](#). Polyus includes biodiversity risks — together with other environmental risks — in its integrated “Risk of Negative Environmental Impact” indicator, which is reviewed annually. The most significant impact factors and biodiversity responses that inform risk identification are determined through monitoring studies at the Company’s assets.

The Company’s approach to identifying and managing biodiversity risks

Risk Identification

Physical risks to biodiversity, associated with changes in biotic (living) and abiotic (non-living) environmental components are identified using biodiversity indices and metrics

The Company’s transition risks are the legal, financial and reputational consequences of the materialization of physical risks. These are assessed using indicators such as EBITDA, the presence of fines and regulatory orders and negative media coverage

Risk assessment

The final risk value is determined using a matrix and assessed on a five-point scale

Risk management

Since the risks are assessed as insignificant, no additional mitigation measures are planned

Biodiversity monitoring continues, and the Company will undertake appropriate measures if significant risks are identified

Lesson learned

The Company’s approach to biodiversity risk assessment enables the timely identification of risks and, if high risks are identified, the minimization and compensation of negative impacts on species and ecosystems through the implementation of innovative methods and measures¹. The use of a unified approach across all industrial sites over the past three years has provided systematic and comparable data to support the development of management practices.



100%
of the Company’s mining assets conduct biodiversity risk assessments

[For more information on biodiversity risk assessment, see the Biodiversity Conservation Report.](#)

¹ No high biodiversity risks have been identified to date.

Goals and metrics

GRI 3-3 **GRI 101-1** **GRI 14.4.2**

Polyus sets environmental goals and objectives for its assets and monitors progress toward their achievement on an annual basis. Most of these goals are long term and are not intended to be completed within the reporting year.

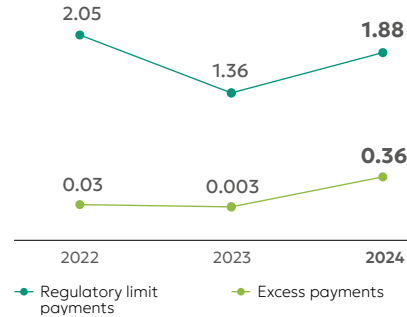
In accordance with Russian legal requirements and international standards, every year, the Company tracks quantitative indicators for monitoring the intensity of its impact on environmental components and to assess their current state. The values of these indicators are shown below, broken down by environmental component. Values for 2022–2023 and for the period from January to March 2024 are given inclusive of the Alluvials asset, which, as of the report's publication, is no longer part of the group.

MED (NDG) 3.8 **MED (NDG) 3.9**

Payments for negative environmental impact within the regulatory limits amounted to \$1.88 mln, which is 50% higher than in 2023. Expenditures on excess payments significantly exceeded last year's figures (\$3.4 thousand), reaching \$364 thousand. The increase in costs in 2024 was due to adjustments in the required permits, specifically payments for waste disposal in Aldan, and does not correlate with the actual negative environmental impact of waste. The total amount paid for negative environmental impact in 2024 was \$2.3 mln. Additionally, the Company paid \$1,836 in fines in 2024 for identified violations of environmental regulations.

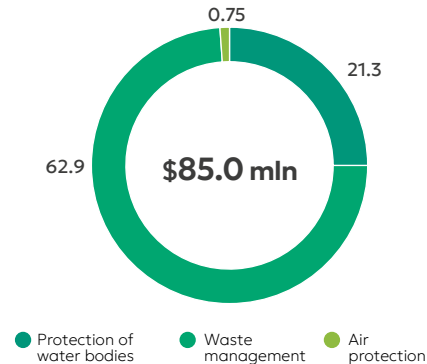
MED 3.8

Negative environmental impact fees, \$ mln



MED 21

Investment in environmental protection measures in 2024¹, \$ mln



Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Expand laboratory accreditation at Nataka	Implementation has been postponed to 2025–2026	In progress
Replicate the automatic tailings storage facility hydraulic structure monitoring system at other sites	The hydraulic structure monitoring system has been put into commercial operation at Olimpiada and into pilot operation at Nataka and Blagodatnoye. The design of the sensor network for monitoring the condition of tailings storage facilities has been completed at Blagodatnoye, Aldan and Nataka.	In progress
Continue to develop physical waste management	Waste management departments have been established at Verninskoye, Kuranakh, Olimpiada and Blagodatnoye assets	In progress
Build a waste disposal site at Kuranakh	Construction has been postponed to the next reporting period	In progress
Conduct an assessment of changes in biodiversity status in the areas of operation	Monitoring has not revealed any significant changes in biodiversity status in the areas affected by operations	Achieved
Continue reforestation efforts in Krasnoyarsk Territory, Republic of Sakha (Yakutia) and Irkutsk Region	Completed as planned for 2024	Achieved

#INVESTMENTS

¹ Excluding environmental protection OPEX.

Water resources

Polyus withdraws fresh water from surface and groundwater sources, as well as, to a lesser extent, from municipal networks. However, the majority of water is sourced from pit dewatering systems, which significantly reduces the impact of water withdrawal on natural water bodies. To further minimize impacts on water resources, the Company's assets operate recirculation systems that allow for the reuse of water. Wastewater — including excess production water, storm water and domestic effluent — is discharged into surface water bodies only after thorough treatment.



GRI 303-3

GRI 303-4

GRI 303-5

GRI 14.7.4

GRI 14.7.5

GRI 14.7.6

Structure of Polyus' water management balance in 2024

Fresh water

- 1 Municipal water supply networks
- 2 Groundwater sources (withdrawal wells)
- 3 Surface water bodies

Production water

- 4 Production pit water (not used in production)
- 5 Production pit water (used in production)
- 6 Other sources (including precipitation)

Inflow

25.9 mln m³



Types of discharges

- 7 Discharge of excess production pit water after filtration
- 8 Storm water discharge
- 9 Domestic wastewater discharge

Outflow

6.4 mln m³

¹ According to GRI, water consumption is defined as the difference between water withdrawal and water discharge for the reporting period.

GRI 303-3

GRI 14.7.4

MED 13

Polyus' total water withdrawal¹ in 2024 amounted to 26 million m³, which is 17% lower than in the previous year. This decrease is due to the reorganization and the removal of the Alluvials deposit from Polyus' operations. Water withdrawal for production purposes totaled 20.3 million m³, representing a 14% decrease on the previous year.

More than 99% of total water withdrawal is accounted for by the mining assets. The largest water withdrawal volumes are at Olimpiada and Blagodatnoye due to their scale and long operational history.

The increased volume of water withdrawal and discharge at the Olimpiada mine is also due to the development of the Vostochny pit, which reaches a depth of over 880 meters and is the deepest open-pit gold mine in Russia. The depth of the pit results in the formation of large volumes of pit water.

GRI 303-4

GRI 14.7.5

MED 15

The volume of water discharged in 2024 amounted to 6.38 million m³, which is nearly half the amount recorded in the previous reporting period. The change is due to the removal of the Alluvials deposit.

The majority of discharged water (89%) consists of pit water that is treated and discharged without being used in production.

Wastewater is treated in accordance with Russian environmental legislation. The key pollutants targeted for removal are suspended solids and petroleum products. They are recorded in local water use logs and consolidated in Form 2-TP (water management facilities). No exceedances of wastewater discharge limits were recorded in 2024.

Over 99% of all wastewater is generated by the mining assets, with Olimpiada and Blagodatnoye accounting for the largest total volumes. However, there is no wastewater discharge at Kuranakh, as the site operates a fully closed water recirculation system, and no excess pit water is generated due to geological conditions.

GRI 303-5

GRI 14.7.6

MED 14

Polyus' water consumption in 2024 amounted to 19.5 million m³, which is 5% higher than the previous year. This increase is due to higher production during the reporting period. To reduce water withdrawal and consumption, the Company uses closed-loop water recirculation systems. Water usage in recirculation and reuse systems totaled 224.4 million m³. Currently, the share of reused water in Polyus water management system is 91.7%. Mining assets account for more than 99% of the Company's total water consumption.

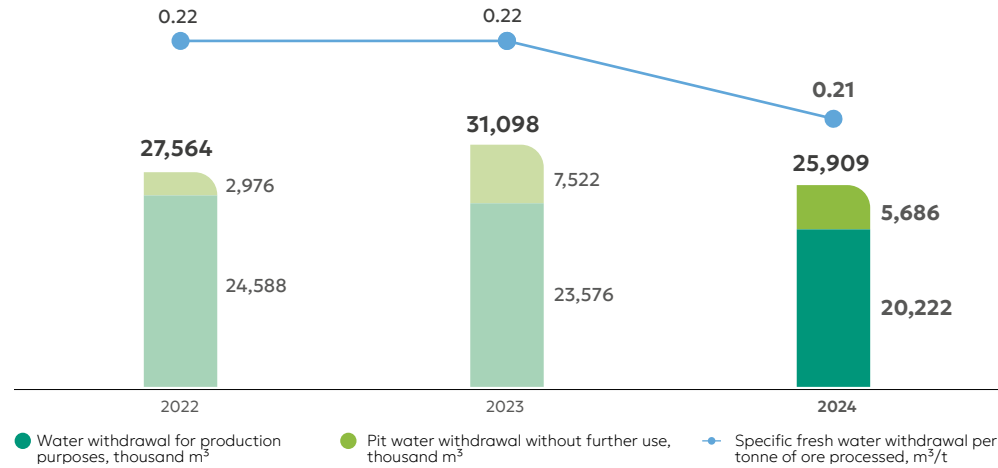
GRI 303-3

GRI 14.7.4

MED 13

MED 16

Trends in total water withdrawal and specific fresh water withdrawal per tonne of ore processed

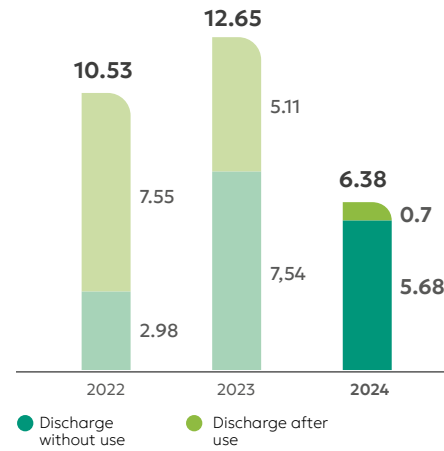


GRI 303-4

GRI 14.7.5

MED 15

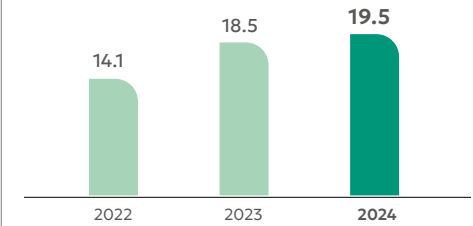
Total wastewater discharged, mln m³



GRI 303-5

GRI 14.7.6

Polyus' water consumption, mln m³



¹ All water withdrawn and discharged by the Company is classified as fresh water (salinity less than 1,000 mg/L).

Air emissions

GRI 305-7

GRI 14.3.2

MED 19

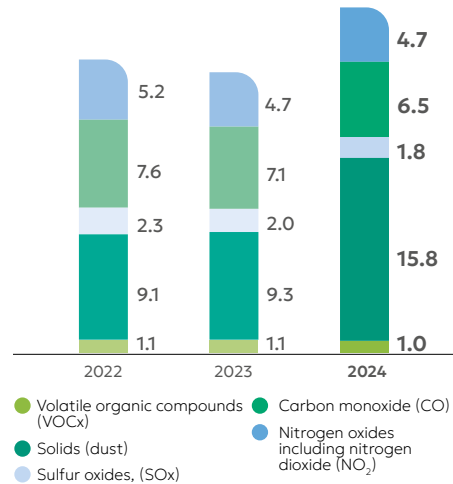
Polyus' total air emissions in 2024 amounted to 33.4 kt, including 30.0 kt of key pollutants. The 21% increase in emissions in 2024 is attributable to the expansion of production activities and the start of pilot mining operations at Sukhoi Log.

GRI 305-7

GRI 14.3.2

MED 19

Significant air emissions, kt¹

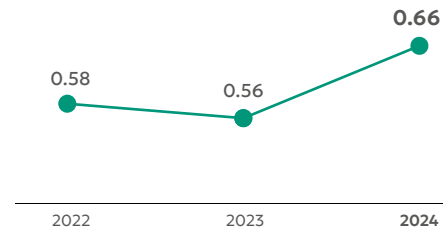


Information on emissions of hazardous air pollutants (HAPs) is not disclosed, as this category of pollutants does not exist in Russian legislation. The Company's activities do not result in emissions of persistent organic pollutants.

Specific air emissions in 2024 amounted to 0.66 tonnes per kt of ore processed, which is 18% higher than the previous year. This increase is due to the removal of Alluvials from the Company, as well as a general rise in emissions resulting from the expansion of production.

Hydrogen cyanide is the most hazardous pollutant released into the atmosphere as a result of Polyus' operations and is classified as hazard class I. In 2024, 151.6 tonnes of hydrogen cyanide were released, which is 39% higher than the previous year. This increase is due to the revision of federal emission accounting methodologies. The Company's activities do not result in the generation of ozone-depleting substances.

Specific air emissions in 2024, t per kt of ore

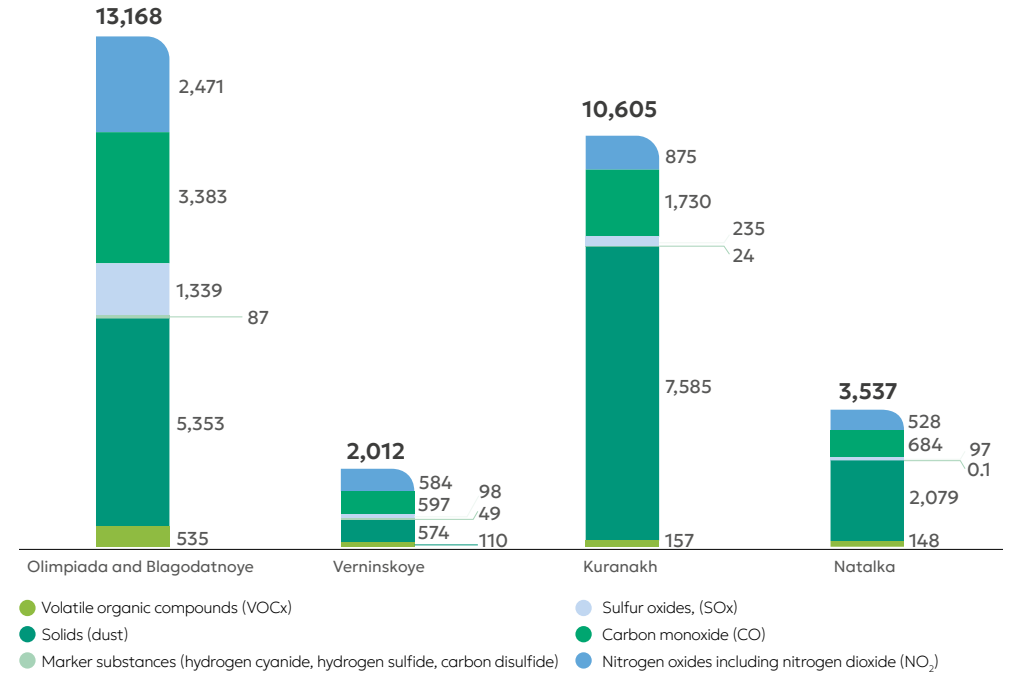


Mining operations account for 98% of the Company's total air emissions. The highest emission levels are observed at Olimpiada and Blagodatnoye, due to high production output,

and at Kuranakh, where the specifics of the ore field result in long distances between the pits and the processing facilities, leading to increased dust generation and emissions from transportation.

GRI 14.3.2

Significant air emissions from the Company's mining assets in 2024, t



¹ Exclusive of ZDK Lenzoloto (Alluvials) in 2024.

Waste management

GRI 306-3

GRI 14.5.4

MED 17

The majority of waste generated by Polyus (over 99% of the total) consists of non-hazardous mining waste, including overburden (87%) and tailings (12%). The total amount generated in 2024 was 422.2 mt, which is 12% higher than the previous year. This increase is mainly due to the start of pilot mining operations at Sukhoi Log.

In addition to mining waste, 56.0 kt of other waste was generated at the Company's sites during the reporting period. The majority of this is non-hazardous waste¹ (39.9 kt, or 71% of all waste excluding mining waste). Hazardous waste² amounted to 16.1 kt (29%).

¹ The Company classifies waste of hazard class V and certain waste of hazard class IV — V including waste similar to municipal solid waste, biological waste and ash and slag waste — as non-hazardous.

² The Company classifies waste of hazard class I-III and certain waste of hazard class IV, including industrial rubber products, as hazardous.

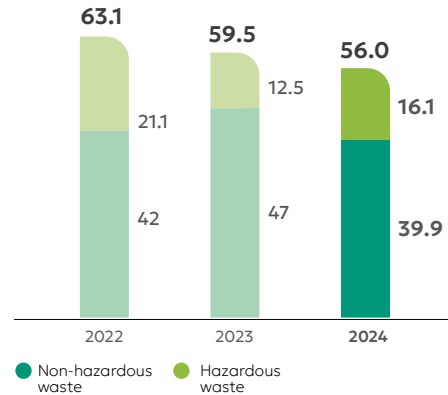
³ The described approaches are in line with Russian reporting practices in accordance with Form 2-TP (waste) and do not include incineration (with or without energy recovery).

GRI 306-3

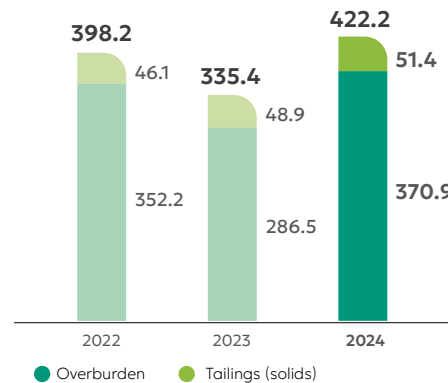
GRI 14.5.4

MED 17

Total waste generated, excluding mining waste, kt



Total mining waste generated, mt



GRI 306-4

GRI 306-5

GRI 14.5.5

GRI 14.5.6

MED 18

The Company's approach to waste management depends on the hazard class, the volume generated and the Company's capacity to handle each type of waste³. The majority of waste (77% of all waste disposed, excluding tailings and overburden) is sent to the Company's own facilities for temporary or permanent storage. The treatment and recycling of waste — excluding overburden and tailings and

especially hazardous waste — are carried out mainly by third-party organizations. The Company itself processes and disposes of 9.3 kt of waste (excluding overburden and tailings), while contractors handle 11.2 kt. The Company does not reuse generated waste or purchase recycled materials due to the specific nature of its activities.

GRI 306-3

GRI 306-4

GRI 306-5

GRI 14.5.4

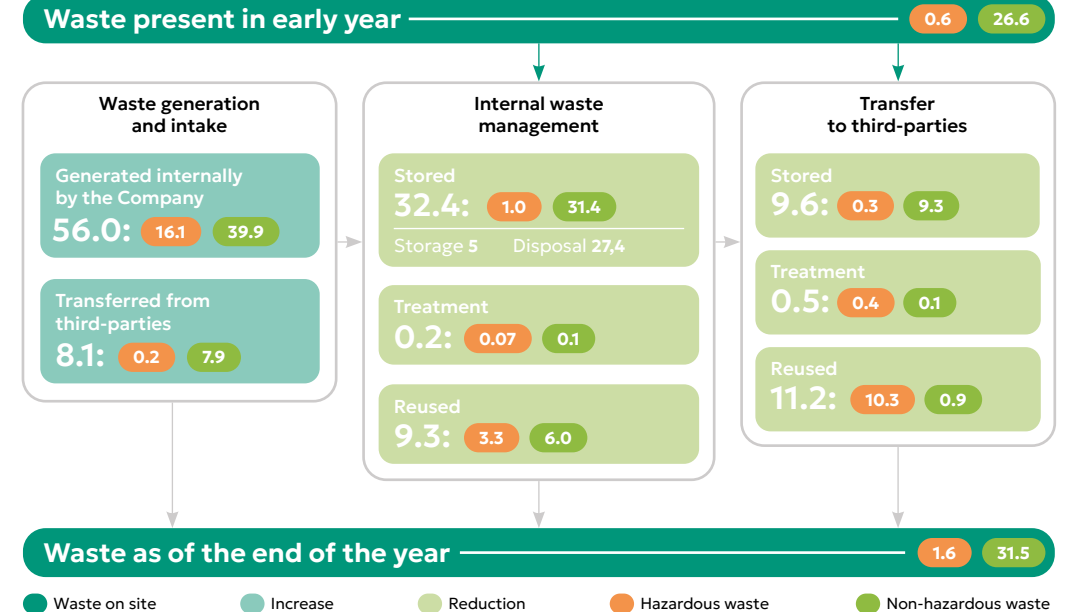
GRI 14.5.5

GRI 14.5.6

MED 17

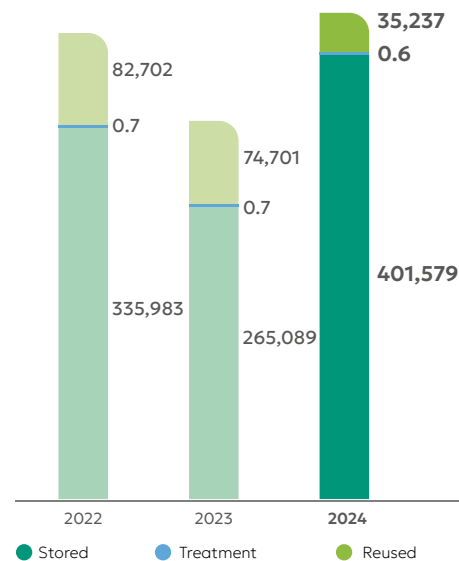
MED 18

Waste management methods (excluding tailings and overburden) in 2024, kt



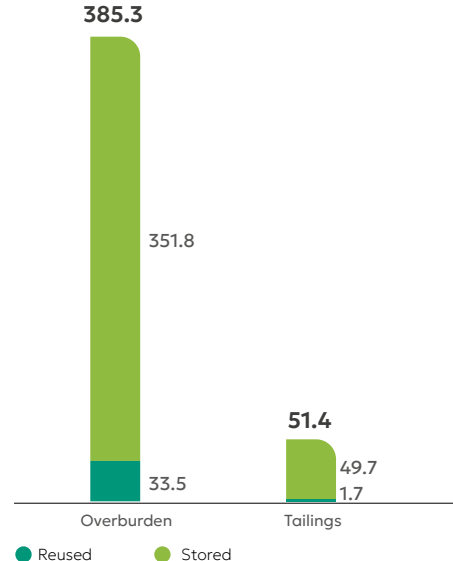
During the reporting period, the volume of waste sent for permanent or temporary disposal increased by 51% compared to the previous year, while the volume of recycled waste more than halved. These changes are due to an overall increase in waste generation.

Waste stored, reused and treated, kt



The main method of managing mining waste at the Company's sites is disposal at designated facilities and temporary storage for further processing or other operations.

GRI 14.5.5 GRI 14.5.6 GRI 14.6.2 Mining waste disposal and recycling in 2024, mt



GRI 14.5.5

GRI 14.5.6

At all assets, most mining waste is sent for disposal. At Natalka, Verninskoye and Sukhoi Log, some waste is recycled.

A portion of the waste from Kuranakh, Verninskoye and Natalka is also recycled on site at these assets. Production and domestic waste generated at the

mining assets is also mainly sent to the Company's own waste disposal facilities. However, a significant portion (from 12% at Olimpiada and Blagodatnoye to 51% at Verninskoye) is either recycled on site or sent to third-party organizations for recycling.



#DISPOSAL

Safety of tailings storage facilities

On an annual basis, Polyus collects and analyzes data on its tailings storage facilities, their condition and environmental impact.

GRI 14.6.2

GRI 14.6.3

Specifications of the tailings storage facilities

Mine	Tailings storage facility	Type	Design capacity, mln m ³	Impoundment volume, mln m ³	Status in 2024
Kuranakh	TSF on the Latyshsky stream	Upstream	185.0	121.1	Commissioned after reconstruction
	Old TSF with sections 0-1-2-3	Waste has not been stored since 1977	Capacity data is not available	11.0	Mothballed
Verninskoye	Flotation TSF on the Kadalikan stream	Upstream	27.4	26.3	Decommissioned
	Flotation TSF	Downstream	8.3	-	Under construction
	Hydrometallurgical TSF (two cells)	Downstream	1.2	0.8	In operation
	Pervenets mill TSF	Downstream	1.0	0.5	Mothballed
	Zapadny area mill TSF	Downstream	4.7	3.6	Mothballed
	Zapadny area hydrometallurgical TSF	Downstream	0.1	0.03	Mothballed
Olimpiada and Blagodatnoye	Olimpiada Mill-1, Mill-2, Mill-3 TSF	Upstream	231.1	169.9	In operation
	Olimpiada mine Mill-4 TSF (Blagodatnoye)	Upstream	89.2	81.3	In operation
Natalka	Natalka mill main TSF	Upstream	135.7	33.5	In operation
	Natalka mill temporary TSF	Upstream	21.4	20.2	Mothballed
	Pilot plant TSF on Glukhar stream	Downstream	8.3	6.9	Mothballed
Sukhoi Log	Flotation TSF	Downstream	265.1	0	Under development

Biodiversity and land management

GRI 101-2

GRI 14.4.3

Polyus carries out a range of activities aimed at conserving biodiversity in its regions of operations. These include reforestation, land reclamation, the restoration of aquatic biological resources and the large-scale Polyus Conservation Area program. The goals of these initiatives are to maintain the natural balance, prevent net biodiversity loss and ensure compliance with Russian legislation.

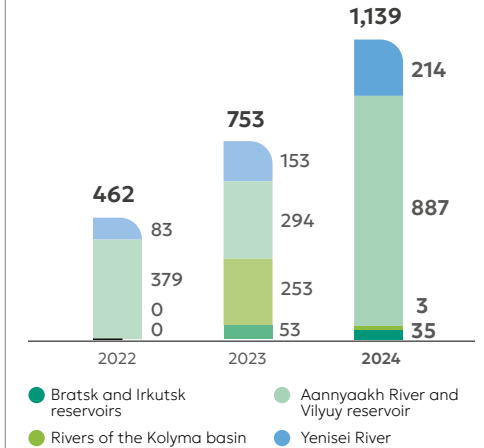
Polyus implements reforestation practices in strict accordance with legislation based on the Forest Use Management regulations.

The Company carries out activities within each of the regions where its assets are located, on sites allocated for this purpose by the relevant authorities.

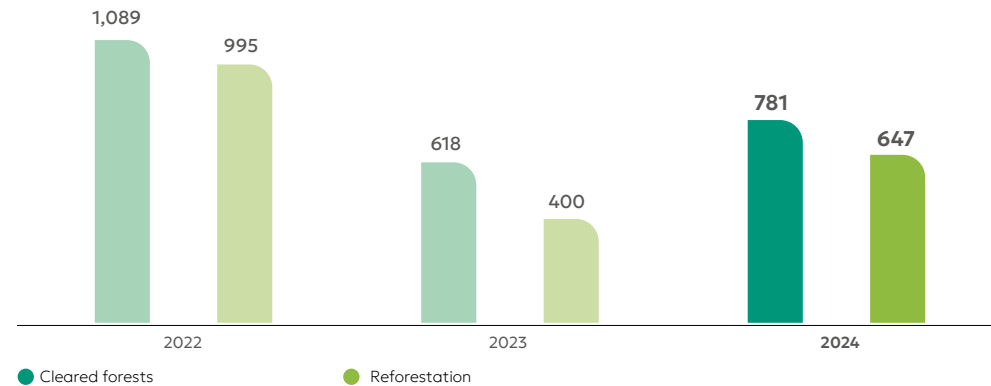
Polyus conducts compensatory reforestation over a three-year period following logging, on areas equal in size to those that were cleared or disturbed. Only local or regionally adapted seedlings are used to prevent the introduction of non-native species. After planting, the seedlings are cared for and monitored for three years. If any seedlings die during this period, they are replanted. The forestry authorities document the success of reforestation efforts.

Activities for restoring aquatic biological resources are conducted on an annual basis by releasing juveniles of valuable fish species, such as sturgeon, sterlet, grayling and others, into water bodies. These activities cover all regions where the Company operates and where its operations may impact aquatic resources. The specific water bodies and the number of juveniles released are determined by the relevant authorities, depending on the level of impact and the geographic location of the assets. These authorities also oversee compliance with release requirements. In 2024, Polyus released over 1.1 million fish juveniles into water bodies.

Number of fish juveniles released, thousands pcs



Total area of cleared and restored forests, ha



GRI 14.8.4

GRI 14.8.5

Each year, the Company performs land reclamation on sites that have been taken out of use. However, complete remediation is only possible once operations at each facility are fully concluded. Closure and reclamation plans for each site are developed during the project design stage. Whenever a project is modified, these plans are promptly updated and reviewed by the appropriate specialists. The Company develops reclamation plans for periods of more than 15 years, averaging 22 years. Currently, all sites that require reclamation plans have them in place, and no updates are planned for the next five years.

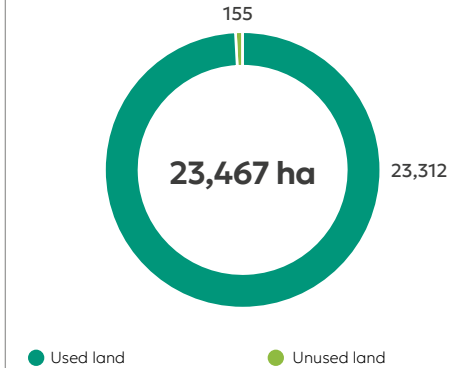
GRI 14.8.6

As of the end of 2024, the area of disturbed and non-rehabilitated land at Polyus was 23,500 ha, which is 11% less than the previous year (26,400 ha). This decrease is due to the removal of the Alluvials deposit from the Company. Most of the disturbed and non-rehabilitated land (99%) continues to be used for production and will be reclaimed after operations are completed. During the reporting period, 1,077 ha of land were disturbed, while 0.2 ha was rehabilitated.

Mining operations account for 98% of all disturbed land at the Company, and all of this land was in use for production during the reporting period. Land rehabilitation is carried out throughout the year at all Company sites, including mining assets; however, reporting on the areas where rehabilitation has been completed and acceptance certificates have been signed is planned for future reporting periods.

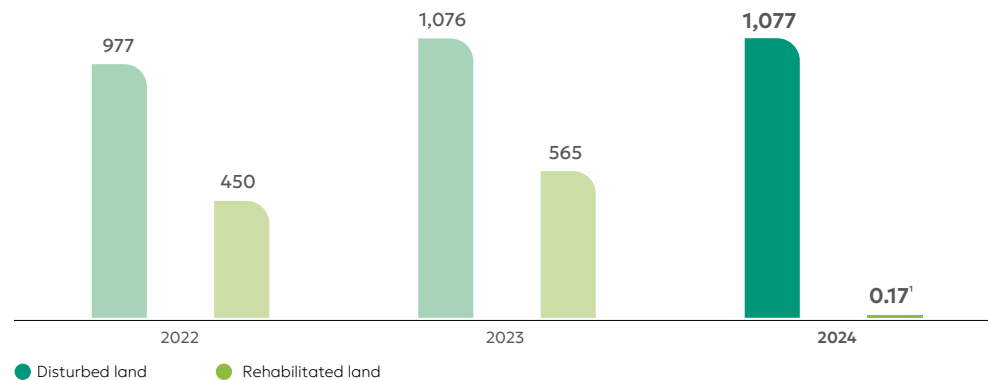
[For more information on biodiversity conservation and land use activities, see the dedicated Biodiversity Conservation Report.](#)

Ratio of disturbed and non-rehabilitated land categories as of December 31, 2024, ha



GRI 14.8.6

Total disturbed and rehabilitated land, ha



¹ As of year-end, the rehabilitated areas have not been handed over with acceptance certificates.



Plans for 2025 and the medium term

- ✓ **APPROVE THE UPDATED METHODOLOGY FOR IDENTIFYING AND ASSESSING ENVIRONMENTAL RISKS**
- ✓ **ROLL OUT THE PRACTICE OF ESTABLISHING DEDICATED WASTE MANAGEMENT DEPARTMENTS TO INDIVIDUAL COMPANY ASSETS**
- ✓ **EXPAND THE RANGE AND NUMBER OF STUDIES CONDUCTED BY THE KURANAKH LABORATORY**
- ✓ **LAUNCH A CONTINUOUS TRAINING PROGRAM FOR PERSONNEL ON THE MANAGEMENT AND SAFE OPERATION OF TAILINGS STORAGE FACILITIES**
- ✓ **INSTALL A SAFETY MONITORING SENSOR NETWORK AT THE BLAGODATNOYE TAILINGS STORAGE FACILITY**
- ✓ **COMMENCE SENSOR INSTALLATION WORKS AT THE NATALKA, ALDAN AND OLIMPIADA TAILINGS STORAGE FACILITIES**
- ✓ **COMPLETE THE RECONSTRUCTION OF THE FLOTATION TAILINGS STORAGE FACILITY — INCLUDING THE CONSTRUCTION AND COMMISSIONING OF THE SECOND-STAGE DAM — AT THE VERNINSKOYE MINE, AND MOTHBALL THE EXISTING UPSTREAM TAILINGS FACILITIES AT THE ASSET FOR A FULL TRANSITION TO SAFER DOWNSTREAM TAILINGS DAMS**
- ✓ **BEGIN CONSTRUCTION OF A DOWNSTREAM TAILINGS STORAGE FACILITY EQUIPPED WITH AN AUTOMATED MONITORING SENSOR SYSTEM AT SUKHOI LOG**
- ✓ **CONTINUE BIODIVERSITY MONITORING STUDIES IN THE IMPACT ZONES OF ALL OPERATING POLYUS MINING ASSETS, AND INCLUDE THE GREENFIELD SITES OF SUKHOI LOG AND CHULBATKAN IN THE PROGRAM**
- ✓ **CONTINUE IMPLEMENTING COMPENSATORY BIODIVERSITY MEASURES (REFORESTATION AND RESTORATION OF AQUATIC BIOLOGICAL RESOURCES) IN ALL REGIONS OF OPERATIONS**
- ✓ **CONTINUE IMPLEMENTING PROJECTS TO SUPPORT SPNAS UNDER THE POLYUS CONSERVATION AREA PROGRAM**



#ECOSYSTEMS
UNDERPROTECTION

Capital

- Natural capital
- Human capital

Stakeholders

- Shareholders, lenders and bondholders
- Local and indigenous communities
- Media
- Government and regulators
- Employees and contractors
- NGOs and industry organizations

UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS



CLIMATE CHANGE AND ENERGY CONSUMPTION

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27%

lower gross GHG emissions (Scope 1 and Scope 2) in line with the Climate Strategy vs. 2020 (base year)

100%

of Polyus' electricity consumption has come from renewable sources since 2021

12%

decline in coal consumption vs. 2023

2.16 mln carbon units issued from implementation of Polyus' first carbon credit project

Material topics

PRIORITY 2

- Energy management and adaptation to climate change

Key Events

- The Company entered the voluntary carbon market for the first time, having completed validation and verification of the first carbon credit project at Krasnoyarsk business unit, and became one of the top three leaders in terms of quantity of issued carbon units
- The Company received the Best Project in Renewable Energy, Storage Systems and Electric Transport award for the Replacement of Standby Diesel Plants with Hydrogen Power Supply Facilities project at Polyus Verninskoye
- The Company took part in the BRICS Climate Agenda in Modern Conditions forum
- The Company took part in the 29th UN Climate Change Conference (COP29)

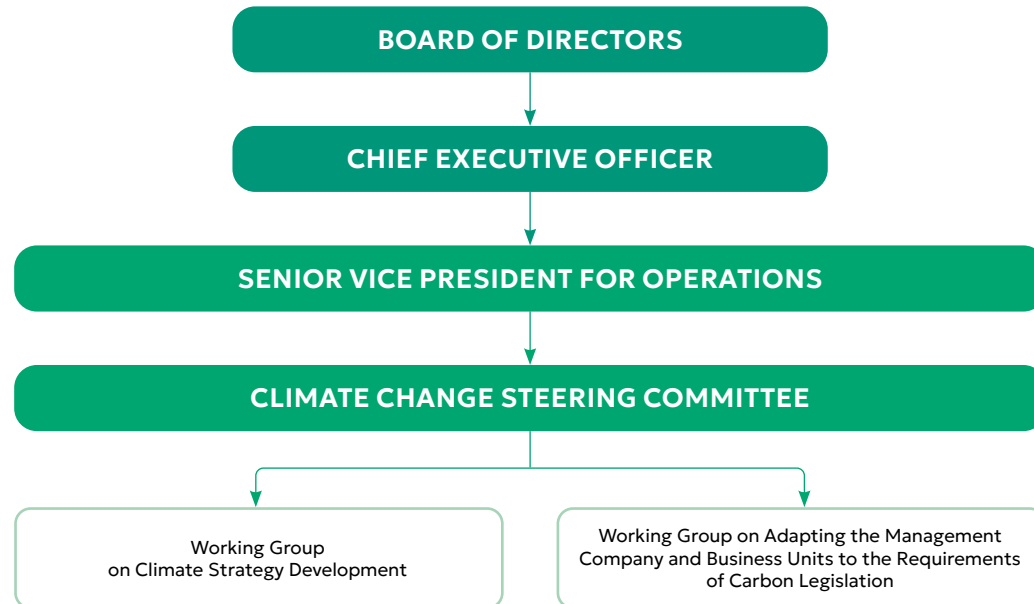
Management

Managing climate issues

GRI 3-3 GRI 2-12 GRI 2-25 GRI 14.1.1

In its operations, Polyus gives due consideration to climate change issues. When planning its activities, the Company draws upon the corresponding strategy and is guided by its climate goals. The Company is enhancing the vertical management of climate change issues,

including risks and opportunities, and is developing the management system in this area by allocating responsibilities and assigning appropriate functional roles. Bodies from various levels are involved in implementing the approved strategy and climate goals.



In 2024, the Working Group on Adapting the Management Company and Business Units to the Requirements of Carbon Legislation completed work on analyzing the advanced technological solutions for reducing direct greenhouse gas (GHG) emissions from all of the group's production business units in order to evaluate the potential for their implementation. As part of this function, all applicable technologies that have an impact on reducing direct GHG emissions were analyzed. Practical application was considered separately for each business unit. As a result, a list of the most effective measures to reduce Scope 1 emissions was compiled. The Company is looking to carry out those activities before 2032.

The Category Management Board was approved in December 2024, which aims to improve the cross-functional interaction and integrated use of expertise for gasification of the group's production sites. Based on the board's work, existing energy sources operating on carbon-intensive fuel (coal, diesel, oil) will be converted to gas fuel, and new low- and no-carbon generation facilities will be built.

The Company is also exploring the options for implementing carbon credit projects: financial contribution, development of the legal design and commercial proposals.



Energy management

GRI 3-3 **GRI 14.1.1**

Polyus strives to rationally use energy resources and improve the energy efficiency of its operations amid the global transition to new energy sources. Therefore, the Company continues to take measures to reduce energy consumption and improve the energy efficiency of its operations. These issues are regulated at different levels of Polyus' management. The Senior Vice President for Operations runs the Energy Supply Department, which is responsible for energy consumption and energy efficiency improvement issues in the Company.

In addition, Polyus introduced the position of energy efficiency manager at the Krasnoyarsk business unit in the reporting period. Its functions include collecting and monitoring energy consumption data, implementing appropriate measures and initiatives and recording their results. The Company is committed to building up core competencies across all business units.

The criteria of ISO 50001:2018¹ underpin the energy management system at Polyus' business units. In the reporting period, Polyus Verninskoye successfully passed the recertification audit. In 2024, Natalka, Kuranakh, Olimpiada, Blagodatnoye, and Alluvials implemented measures to prepare the energy management systems for certification under ISO 50001:2018.

In addition, the reporting period saw a project to introduce automated control systems for fuel and energy resources launched at Krasnoyarsk business unit, Natalka and Kuranakh. In 2025, all measures to implement the systems above are scheduled for completion at Polyus' operations.

Strategy

Ensuring the climate stability of mines is a serious challenge for the Company in the context of environmental safety and regulation of GHG emissions. To address this, Polyus is engaged in achieving the UN SDGs, such as Partnerships for the Goals and Climate Action. As part of its operations, the Company also takes measures to reduce emissions and assesses climate-related risks and opportunities ([for more information, see the Climate-related Risks and Opportunities subsection](#)).

[Polyus' Climate Strategy](#) sets the climate-related targets and objectives to achieve Net Zero emissions by 2050.

Polyus' climate strategy sets an additional medium-term target to reduce direct and energy-related indirect GHG emissions intensity by 2032 to 40–50% of the 2020 levels by switching fully to carbon-free electricity sources (starting from 2021), improving the efficiency of the heat and power consumption by production assets and introducing state-of-the-art technologies.

[For more information on the progress made in achieving decarbonization targets, see the Targets and Metrics subsection.](#)

Strategic priorities

Reduce Scope 1 and Scope 2 emissions intensity and improve energy efficiency

Enhance resilience to the impacts of climate change

Leverage climate-related opportunities to improve operating efficiency

Strive for openness

Cooperate in tackling climate change

Ongoing activities

- Reducing coal consumption by 12%
- Implementing energy efficiency programs
- Purchasing 100% of energy from carbon-free sources: obtaining green certificates and hydropower supply contracts

- Using qualitative and quantitative tools to identify climate-related physical and transition risks

- Implementing carbon credit projects with the subsequent issue of carbon units

- Improving the quality and quantity of climate-related disclosures

- Promoting collaboration both within and outside our sector, and across different countries, to foster a global culture of climate action

GRI 2-28

The Company takes a responsible approach to addressing climate challenges, complies with the requirements of Federal Law On Limiting Greenhouse Gas Emissions No.296-FZ dated July 2, 2021, submits a report on GHG emissions for major emitters and applies voluntary information disclosure mechanisms. Polyus annually quantifies and discloses GHG emissions in accordance with the GHG Protocol² and, since 2021, collects and discloses information on climate change issues in accordance with the recommendations in the Task Force on Climate-Related Financial Disclosures

(TCFD)³, as well as with reference to IFRS S2 Climate-related Disclosures⁴ and national laws, including data in its Sustainability Report.

Polyus' climate change related initiatives include participation in the National ESG Alliance, membership in the Russian Union of Industrialists and Entrepreneurs (RSPP) Committee on Ecology and Environmental Management and participation in the RSPP Working Group for developing distributed generation and renewable energy of the Energy Policy and Energy Efficiency Committee.

¹ ISO 50001:2018 Energy Management System.

² GHG Protocol. A Corporate Accounting and Reporting Standard.

³ Task Force on Climate-Related Financial Disclosures. Since 2024, the International Sustainability Standards Board (ISSB) has been responsible for monitoring companies' financial disclosures under IFRS S2. TCFD recommendations were included in the IFRS S2 Standard, and the ISSB does not prohibit the continued use of TCFD for disclosures.

⁴ [IFRS S2 Climate-Related Disclosures](#).

Case study

POLYUS' PARTICIPATION IN THE BRICS CLIMATE AGENDA

The Company participated in the first climate forum in the history of BRICS: BRICS Climate Agenda in Modern Conditions. The event was organized by the Ministry of Economic Development of Russia, which chaired BRICS in 2024. As part of the event, the countries' representatives approved the documents that set out the approach of these countries to sustainable development and make it possible to start trading in carbon units. At the event, Polyus shared its achievements and noted the high potential of the Russian mining industry in terms of adaptation to climate change.

Lesson learned

By participating in the forum, the Company was able to contribute to the formation of a new international platform for the implementation of international climate policy initiatives, including the presentation of business efforts regarding adaptation to climate change.



Case study

POLYUS' PARTICIPATION IN THE UN CLIMATE AGENDA

Polyus took part in the annual 29th session of the Conference of the Parties to the UN Framework Convention on Climate Change (COP29), which was held in Baku, Azerbaijan, from November 11 to 24, 2024. This large-scale event brought together everyone interested in shaping the climate agenda.

As part of the conference, Polyus initiated and held the Biodiversity Conservation for a Sustainable Future session. Biodiversity conservation is a key area in the Company's sustainability strategy. In their report, Polyus' representatives described the relationship between climate change and declining species diversity. As an effective measure to preserve biodiversity, the Company proposed to develop a monitoring system and to design measures to offset the environmental impact of production activities. Such systematic work is cyclical and includes the following steps taken by Polyus to monitor biodiversity: ecosystem monitoring, risk assessment, measures to manage the risk identified and evaluation and monitoring of the results.

Lesson learned

Through its participation in the conference, the Company contributed to the development of the global climate agenda, emphasizing the connection between issues regarding climate change and declining biodiversity.



In 2022, Polyus approved the Functional Strategy for Operations and Technical Development. The strategy includes measures to manage energy consumption and improve energy efficiency.

Key areas of the functional strategy activities

Reduce unit electricity consumption

- Optimize compressed air use
- Reduce losses across the Polyus network
- Implement technical accounting systems

Reduce heat consumption and expenses

- Maximize the use of auxiliary sources of heat energy in production and shut down thermal power plants in summer
- Increase boiler efficiency
- Create a digital twin of the heat network
- Upgrade heat stations
- Search for alternative energy sources

Develop and implement an Energy Policy

- Standardize methods for estimating electricity and heating costs, set uniform requirements for accounting systems
- Pilot remote control of electrical facilities at Krasnoyarsk business unit

Efficiency metrics

- Unit energy consumption
- Total heat consumption
- Power network operating costs
- Boiler efficiency
- Compliance with initiative schedule
- Share of employees trained into energy efficiency

Carbon credit projects and GHG emissions reduction activities

In the reporting period, Polyus worked in the following priority areas with regard to climate change:

- Validation, registration and verification of the carbon credit project at Krasnoyarsk business unit and the issue of carbon units into circulation
- Elaboration of options for the implementation of new carbon credit projects
- Purchase of green energy certificates to offset energy-related indirect GHG emissions. In the future, generation attributes will be purchased and contracts for the purchase of carbon-free electricity will be signed in line with national laws¹

GRI 305-5

GRI 14.1.9

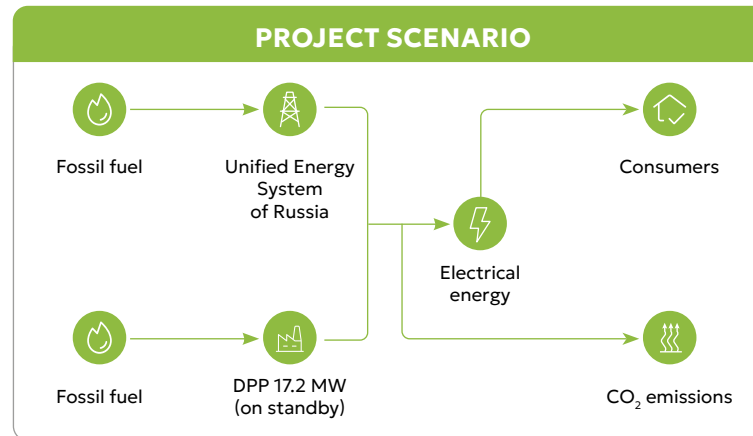
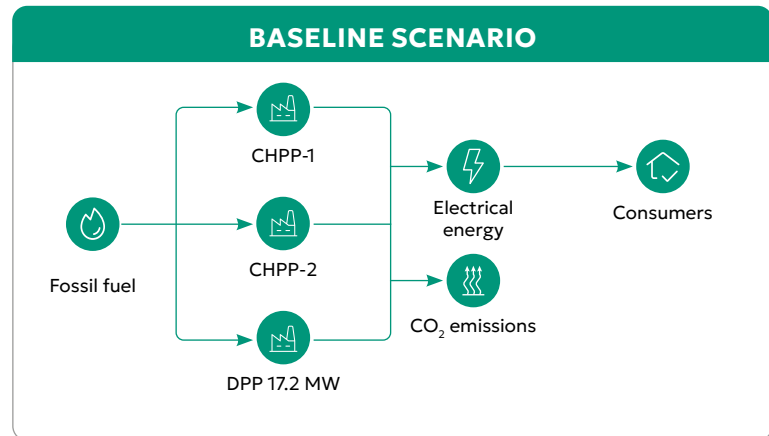
In 2024, Polyus Krasnoyarsk successfully completed the validation and verification of the carbon credit project implemented at the Olimpiada and Blagodatnoye gold deposits. This is the Company's first project registered in the Russian national registry of carbon units, Kontur JSC (for project information go to the website of the carbon units registry²). The overall project life is ten years, from 2018 to 2028, for a total of 4 million carbon units.

A baseline scenario and a project scenario were proposed to calculate GHG emissions for various design scenarios. The project will result in the replacement of carbon-intensive electricity generated by in-house generation sources with less carbon-intensive grid electricity and a corresponding reduction in GHG emissions during the project's life compared to the baseline scenario, i.e., no project.

As part of the project, several substations and overhead power lines were built and retrofitted, and some consumers at Olimpiada and Blagodatnoye switched from coal- and oil-fired power generation to less carbon-intensive power supply from the Unified National Power Grid of Russia (Rosseti PJSC).

The validator was the Yu.A. Izrael Institute Global Climate and Ecology (IGCE). IGCE confirmed that the project design documentation met the established validation criteria and carbon credit project requirements. At the end of the first stage of the project, 2,156,797 carbon units equivalent to the reduction of GHG emissions of 2,156,797 tonnes of CO₂-e were issued in Russia's Kontur registry. It is expected that in 2028, upon completion of the second stage, approximately two million more carbon units will be issued.

Verification was performed by the Greenhouse Gas Validation and Verification Body at Bauman Moscow State Technical University Innovation Technology Center, which confirmed that the information on GHG emissions and their reduction as a result of the carbon credit project and the report on the implementation of the carbon credit project met the requirements, criteria and principles of verification.



¹ Federal Law On Power Generating Industry No. 35-FZ dated March 26, 2003.

² Carbon Units Registry: Replacing Electricity Generated by Polyus Krasnoyarsk JSC's Coal and Oil-Fired Power Plants.

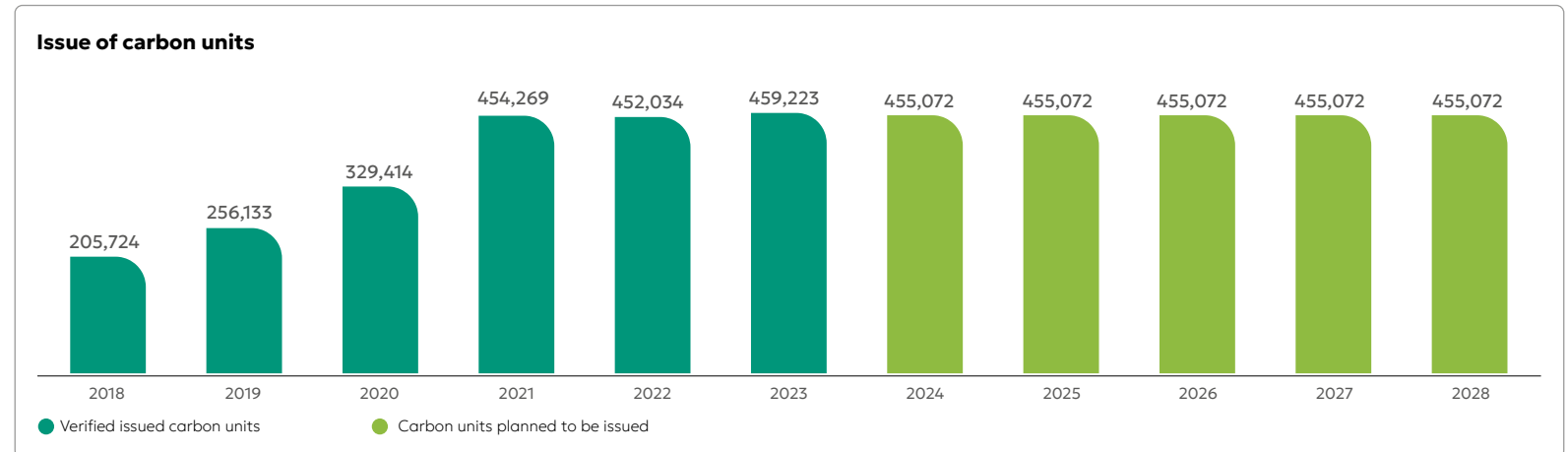
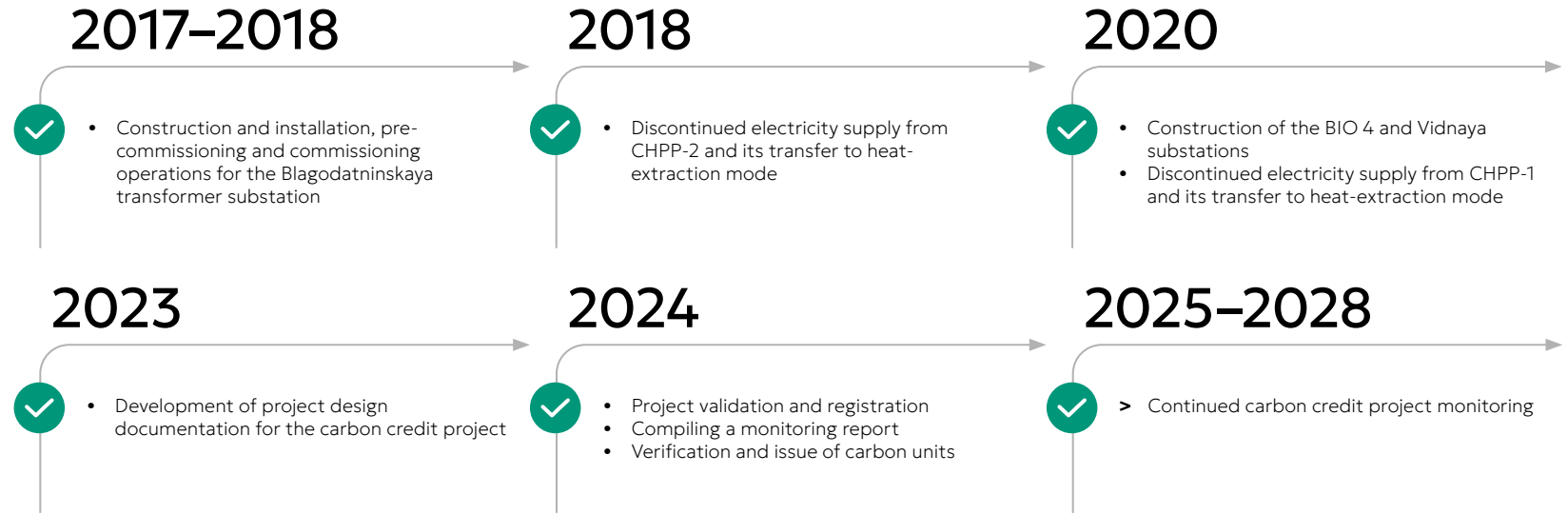
For Polyus, the first carbon credit project is also a milestone on the way to the carbon footprint reduction targets set out in the Climate Strategy. It allowed the Company to become a leading participant in the Russian carbon market and be one of the top three leaders in terms of the quantity of carbon units issued.

In the reporting year, Polyus Logistics switched from diesel to electric transport (electric loaders) inside the production premises, which resulted in reduced emissions and prevented health damage for personnel. This business unit now uses 18 electric loaders and cranes. Two electric warehouse loaders (Zoomlion YB20-S1 Reach Truck) were purchased for the Yakutsk branch in 2024.

In addition, Polyus Logistics implemented an initiative to equip the trucks with electric sockets to heat the engines, which also reduces GHG emissions. Currently 14 heaters have been installed on the vehicles at the Krasnoyarsk branch and six on the vehicles at the Irkutsk branch. The 2025 plan is to install another six heaters on the vehicles at the Irkutsk branch. In 2026 and 2027, this initiative is planned to be implemented at the Yakutsk and Magadan branches.

In 2025, the Company is planning to develop the Chertovo Koryto deposit located 170 km away from the Verninskoye mine. In 2024, Polyus commenced the project to construct external energy infrastructure.

Main stages of carbon credit project implementation



Energy efficiency measures

GRI 3-3 **GRI 2-12** **GRI 2-13** **GRI 14.1.1**

Mining and metallurgy are energy-intensive industries and a major source of GHG emissions. Polyus strives to minimize its environmental impact based on the principles of responsible production

activities. The Company is committed to taking comprehensive measures to reduce emissions and improve the energy efficiency of its production facilities. Therefore, in 2024, Polyus continued

its efforts to achieve the goals set in the Climate Strategy and the Functional Strategy of Operations and Technical Development.

As part of its Functional Strategy, the Company continued its activities in 2024 for enhancing energy efficiency.

As of the current reporting period, Polyus continues to conduct wind monitoring at Kuranakh (measurements started in March–April of the reporting year). Wind monitoring will be carried out for one year, and the Company will use the results to decide whether to extend the activity for a period of 1.5 to 2 years. In addition, based on the wind monitoring results, a decision will be made on building a wind farm. Negotiations are currently underway with possible investors. The Company is also exploring the possibility of building its own renewable energy source (RES) generation facilities at other production sites to replace diesel generation.

Polyus continued working on the implementation of an automated fuel and energy resources and energy efficiency management system in accordance with the Functional Strategy of Operations and Technical Development in terms of production asset management through to 2027. The Company integrated the physical metering systems and looked into the selection of IT systems to monitor the results of the energy efficiency measures. In 2025, the selected IT system options will be studied and the most effective ones will be implemented.

GOAL	PROGRESS IN 2024	STATUS
Implement an automated energy metering system across business units	Physical metering systems were integrated; efforts are underway to assess the selection of IT systems to monitor the results of the energy efficiency measures	In progress
Launch a project to replace the standby diesel power plants with hydrogen power supply packages at Verninskoye	The project was launched; part of the equipment was put into operation	Achieved
Develop an Energy Efficiency Policy	Development to continue in 2025	In progress
Obtain ISO 50001 certification for the energy management system at Natalka	Automated metering system implementation is at the design stage. Certification to ISO 50001 will start immediately following the rollout of the automated control systems for fuel and energy resources	In progress
Assess the possibility of implementing carbon credit projects	Validation opinion for Project Design Documentation of carbon credit project in Krasnoyarsk as well as verification opinion for Monitoring Report were received from Validation and Verification Bodies. Carbon units were issued in the National Carbon Unit Registry	Achieved
Assess the possibility of switching coal-fired boilers to low-carbon fuels	Implementation of a project at Kuranakh to switch the boiler houses from coal to gas fuel is under study	Achieved
Assess the possibility of constructing own renewable energy source generation facilities	Wind measurements are continuing at Kuranakh	In progress

In the reporting period, as part of the efforts to optimize the parameter charts for the coal-fired boilers, work was completed on the testing, selection and purchase of new-configuration coals in Krasnoyarsk and Irkutsk business units and at Kuranakh. Contracts were concluded for the supply of coal that meets the specified requirements, and the parameter charts for the coal-fired boilers were modified at Krasnoyarsk, Verninskoye and Kuranakh. Looking forward, this step will reduce emissions by decreasing fuel consumption.

In 2024, the Company implemented energy-efficient technologies at the Sukhoi Log mine (Irkutsk Region). As part of the efforts to implement the Company's Production Asset Management Policy, work is underway to procure technical equipment and to ensure that it meets energy efficiency requirements (engine energy efficiency class, technical record-keeping and provision of energy metering systems).

In the reporting year, the integration of the energy efficiency management system became the main focus in the implementation of Polyus' Functional Strategy, both in terms of costs and projected effects. Activities related to the implementation of the system form the Company's energy efficiency program.

In the reporting period, the following steps were taken in the main areas:

- Compressed air consumption was optimized (Polyus Krasnoyarsk, Polyus Aldan).
- A system was set up for technical metering of electricity (Polyus Aldan, Polyus Magadan).
- Grid water overflows were eliminated.
- One boiler, KE-10-14C, stopped with additional loading of the remaining boilers.
- Regulation of feed pumps was optimized by using a variable speed drive for CHPP-1.
- A variable speed drive was mounted on mills (Polyus Magadan).
- The dynamic stability of the power supply system was enhanced (Polyus Magadan).

Using green energy and fuels

[GRI 305-1](#)
[GRI 305-2](#)
[GRI 305-5](#)

In 2024, the Company embarked on a project to reduce GHG emissions at Kuranakh production sites in Yakutia. As part of the project and the Company's Climate Strategy, it was decided to switch the diesel mining fleet and the coal-fired thermal power plants to less carbon-intensive liquefied natural gas (LNG). The Company is planning to convert the mining fleet at the deposits in Yakutia to LNG and to switch to heat supply from gas-fired boiler houses instead of the existing coal-fired ones. The resulting reduction in GHG emissions will be assessed by 2030.

In the reporting year, Polyus launched the Green IT project implemented by Polyus' partner H₂ Clean Energy to replace the standby diesel power plants with hydrogen power supply packages at Verninskoye. The initiative won the award as the Best Project for Renewable Energy, Storage Facilities and Electric Transport in the Small Energy – Great Achievements international competition. As of the end of the reporting period, the project is at the final stage: some

equipment has already been put into operation (50%), and the rest will be put into operation after the equipment is replaced. The project is scheduled to be completed in June 2025.

The Company undertakes a systemic approach in the gasification of Polyus' production sites. In 2024, a Category Management Committee was set up to promote functional interaction and expertise in the group gasification. Polyus worked on a gasification project for its business units in 2024. In addition to the gasification of boiler houses at Kuranakh, efforts are underway to look into the possible gasification of boiler houses at Krasnoyarsk. As of today, the asset has been identified for the rollout of the boiler house gasification project; financial models have been generated and technical conditions described. In addition, the idea is being considered of running gas-fired boiler houses to make up for the shortage of electricity that the Company is unable to receive from the grid.

#CARBON-FREE ENERGY SOURCES

Risks

Climate-related risks and opportunities

GRI 201-2

GRI 14.2.1

GRI 14.2.2

In planning its activities, Polyus analyzes and takes into account climate-related risks.

According to the results of the quantitative and qualitative risk assessment, none of the risk factors specified in the TCFD currently has a critical impact. However, the most significant estimated physical risks on the horizon until 2027 include a change in the amount of precipitation during the cold season (upward), followed by increased river water levels during the flood season and an increased fire hazard (the risk of forest fires spreading to industrial buildings and structures). Depending on the climate scenario on the horizon until 2050, the most significant physical risks could also include the changing number of days with extremely low temperatures and the stronger extreme wind gusts.

The Company's transition climate-related risks are primarily related to changes to international and national laws, including regarding carbon regulation, as well as to decarbonization trends resulting in increased fees for exceeding rated GHG emissions.

Polyus uses three shared socioeconomic pathways (SSPs) to assess climate-related risks:

- Sustainability (SSP1 – 2.6) – a scenario under the Paris Agreement that involves containing the increase in the global average annual temperature to a maximum of +1.8 °C by 2100
- Middle of the Road (SSP2 – 4.5) – a scenario where temperatures increase by +2.8 °C by 2100
- Taking the Highway (SSP5 – 8.5) – a scenario involving the greatest impact of physical risks, with temperatures growing by +4.4 °C by 2100

Climate-related risks

Polyus' key physical risks on the horizon until 2027 include¹:

1. **The changing number of days with extremely low temperatures is** the factor that may have the greatest impact under the SSP5 – 8.5 scenario for all studied time horizons. A reduction or increase in the number of days is associated with a risk to production. Extremely low temperatures may result in the suspension of production operations and accelerate equipment wear.
2. **The changing number of days with extreme wind and a shortage of water resources are** risk factors that have a significant impact on all three scenarios at all time intervals.

The most significant transition risk to the Company is as follows:

3. Additional costs associated with decarbonization trends are a key category of risk factors that determine the significance of the transition risks for the Polyus group.

Climate-related opportunities

Polyus' key climate-related opportunities include:

1. Access to capital / profit.
 - a. Making a profit from the sale of carbon units in the internal market.
 - b. Gaining access to additional financing through the use of green financing instruments.
2. Process optimization. Improving the efficiency of production processes by reducing the frequency of their interruption through the timely implementation of measures to adapt to physical risks.
3. Optimizing resource use. Reducing the resource intensity of works on maintaining production buildings and structures as well as remedial operations during the spring flood runoff caused by changes to the atmospheric precipitation regime in the regions of operation.
4. Increasing competitive strength.
5. Increased investment attractiveness from using low-carbon technologies and disclosing information on climate-related risks and GHG emissions.

#CLIMATECHANGE

¹ For more information on the physical and transition risks identified as well as the assessed consequences for business, see the [Polyus' Climate Strategy](#). The estimates provided are based on the results of the qualitative assessment for the time horizon of 2022 to 2027, with the trend followed through to 2050.

Measures to minimize climate-related risks and achieve climate-related targets

- Engineering activities:
 - reducing the energy intensity of production
 - construction of in-house RES facilities by 2050
- Mitigating activities
- Carbon credit projects
- Activities to reduce energy-related indirect emissions
- Conducting a regular quantitative assessment of GHG emissions, including:
 - submission of carbon reporting to supervisory agencies
 - timely updating of internal regulatory instruments

Targets and metrics

GRI 3-3 GRI 14.1.1

Target	Value for 2024	Achievement progress
By 2032 reduce direct and energy-related indirect GHG emissions intensity per tonne of processed ore to 40–50%* * of the 2020 volume	26 kg of CO ₂ -e per tonne of processed ore ¹	By late 2024, an 8% reduction in direct and energy-related indirect emissions intensity per tonne of ore processed was achieved ²
By 2050 achieve Net Zero – zero Scope 1 and Scope 2 emissions		

Climate-related metrics

GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 14.1.5 GRI 14.1.6
GRI 14.1.7 GRI 14.1.8 MED 20

The Company uses its own calculation methodology to annually quantify GHG emissions. This is based on the 2006 Guidelines for National Greenhouse Gas Inventories of the Intergovernmental Panel on Climate Change (IPCC) and the recommendations of the Greenhouse Gas Protocol and suggests using market-based and regional methods for calculations. The Company prefers the market-based method

to compare emission changes and demonstrate key results. This method makes it possible to assess the effect of using compensatory market mechanisms and consuming carbon-free electricity³.

The calculations used global warming potential values (GWP values of the IPCC Fifth Assessment Report) presented below.

Global Warming Potentials in line with the IPCC Fifth Assessment Report⁴

Substance	GWP
CO ₂	1
CH ₄	28
N ₂ O	265
SF ₆	23,500

When calculating energy-related indirect GHG emissions, Polyus uses the emission factors published on the website of Trading System Administrator JSC and the calculated factors for thermal energy based on data from the International Energy Agency (IEA).

¹ This metric includes Scope 1 and Scope 2 emissions of the business units in line with the Climate Strategy perimeter taking into account the purchase of green certificates.
² Progress was assessed without excluding Lenzoloto from the organizational boundaries in the inventory of GHG emissions for the reference year.
³ Gross Scope 1 and Scope 2 emissions using the regional calculation method for energy-related indirect emissions equaled 2 mt of CO₂e. For more information on the calculation results, see the [GRI Table](#).
⁴ IPCC Fifth Assessment Report, 2014, Box 3.2, Table 1, page 87.
https://www.ipcc.ch/site/assets/uploads/2018/02/SYR_AR5_FINAL_full.pdf;
https://ghgprotocol.org/sites/default/files/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf.

Direct and energy-related indirect emissions (Scope 1 and Scope 2)

In the reporting period, Polyus' direct GHG emissions totaled 1.3 million tonnes of CO₂-e, which is down 2% vs. 2023.

Polyus' energy-related indirect emissions (Scope 2) are GHG emissions from the generation of purchased heat and electricity consumed by the Company. In addition, renewables are the Company's main electricity sources (100% in 2024), with emissions equivalent to zero according to the market-based method. Thus, only the emissions from heat consumption are included in the calculation of the Scope 2 emissions.

In 2024, the total volume of energy-related indirect emissions (Scope 2) from heat and electricity consumption using the market-based method was 7,300 tonnes of CO₂-e. This figure is 91% less than in 2023, which is driven by the switch to 100% carbon-free electricity.

The values of the GHG emission factors from the generation of purchased electricity and heat were revised and updated to estimate Scope 2 emissions¹.

Since 2021, the Company covers 100% of its energy-related indirect emissions resulting from electricity consumption through the use of carbon-free electricity.

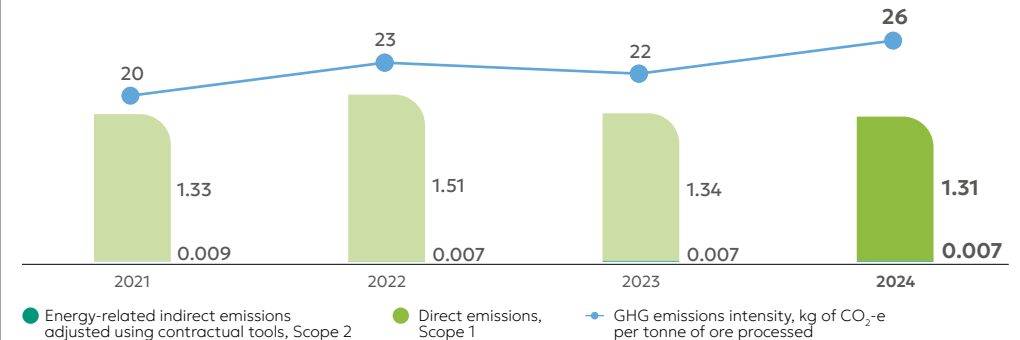
In 2024, the indirect GHG emissions (Scope 2) from the generation of electricity consumed totaled 799,524 tonnes of CO₂-e. These were offset by redeemed electricity origin certificates for a total volume of 2,146,273,388 kWh² issued by the Energy Certification Center at RusHydro PJSC (Sayano-Shushenskaya HPP) and Vitimenergosbyt JSC (Mamakan HPP). According to the certificates, GHG emissions from fuel combustion during the generation of this electricity amounted to 0 g of CO₂/kWh. The electricity origin certificates were issued and redeemed in accordance with the requirements of Federal Law On Electric Power Industry No. 35-FZ.

The Scopes 1 and 2 emissions intensity in relation to the total mass of ore processed across the group, including the mining business units and service companies, increased by 18% to 26 kg of CO₂-e/t. The growth was driven by the sale of Lenzoloto (Alluvials) and the exclusion of its production volumes from the calculation of the intensity.

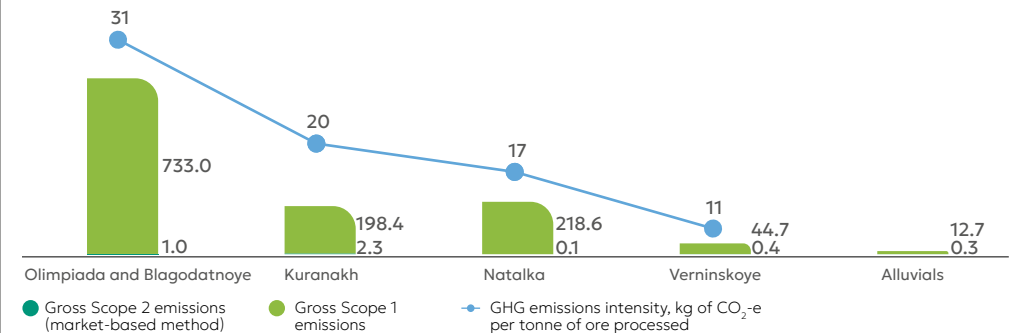
The emissions intensity of Polyus' production (mining) facilities totaled 24 kg of CO₂-e per tonne of ore processed.

GRI 305-1 GRI 305-2 GRI 305-4 MED 20

Gross absolute direct and energy-related indirect GHG emissions and GHG emissions intensity (across the group), mt of CO₂-e



GHG emissions by production facility (Scope 1 and Scope 2), kt of CO₂-e³



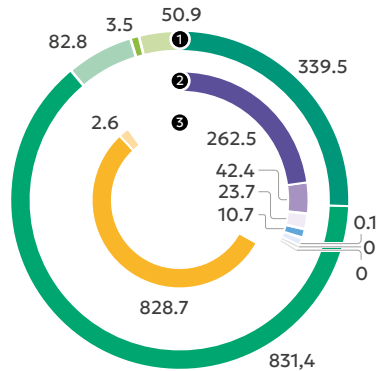
¹ The factors of the GHG emissions from heat generation were calculated on the basis of the current statistical data from the IEA and Rosstat. The factors of GHG emissions from electricity generation calculated using the regional method are taken on the basis of data published on the website of Trading System Administrator JSC for 2024.

² Excluding Lenzoloto (Alluvials).

³ In 2024, measures were implemented to reduce the GHG emissions intensity per tonne of ore processed. Polyus Magadan commissioned flotation cells, while Polyus Verninskoye switched to Sukhoi Log ore. No GHG emissions intensity for Alluvials was calculated in 2024 due to the asset retirement from the group.

GRI 305-1 MED 20

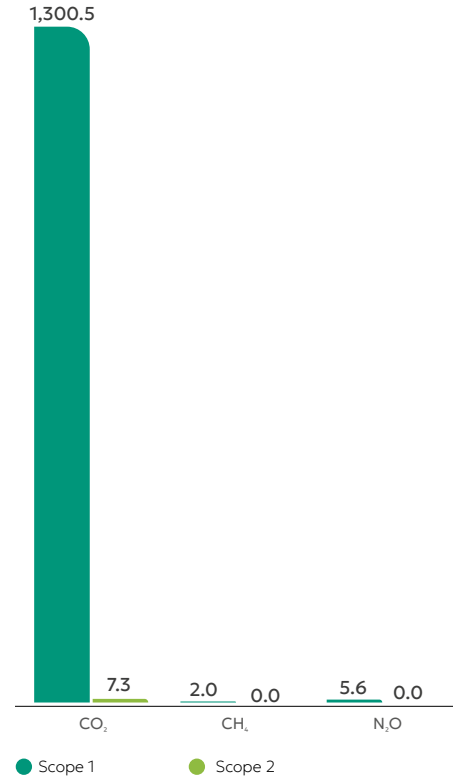
Direct GHG emissions by fuel source and type, kt of CO₂-e



- 1**
 - Stationary sources
 - Mobile sources
 - Calcination
 - Use of lubricants
 - Use of explosives
- 2**
 - Hard coal
 - Oil
 - Diesel fuel
 - Brown coal
 - Gasoline
 - Fuel oil
 - Kerosene
- 3**
 - Diesel fuel
 - Gasoline

GRI 305-1 GRI 305-2 MED 20

GHG emissions (Scope 1 and Scope 2) by gas, kt of CO₂-e



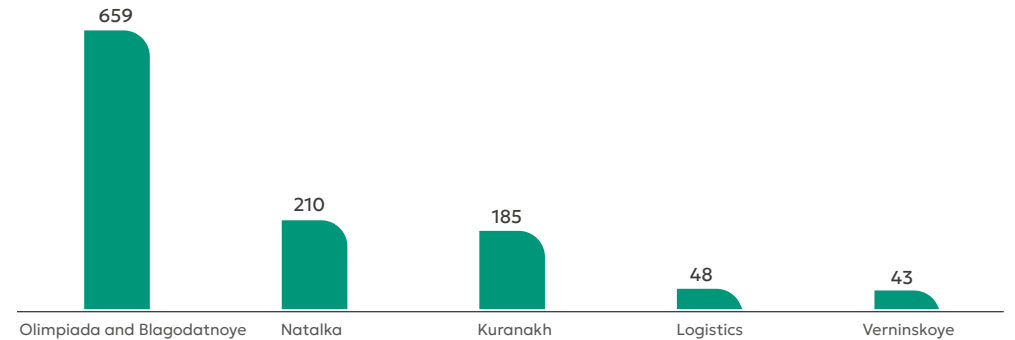
In 2023, Russian legislation¹ took effect that requires mandatory carbon reporting to a regulatory authority for companies emitting over 150,000 tonnes of CO₂-e annually. From January 1, 2025, this requirement applies to business operations with emissions exceeding 50,000 tonnes of CO₂-e annually.

According to Regulation No. 707 of the Government of the Russian Federation dated April 20, 2022, the emissions to be reported shall be assessed in accordance with the methodologies approved by Order of the Russian Ministry of Natural Resources On Approval of Methods for Quantification of Greenhouse Gas Emissions and Greenhouse Gas

Absorption No.371 dated May 27, 2022², which entered into force on March 1, 2023, with the use of global warming potential values in accordance with Decree No. 805-r of the Government of the Russian Federation dated April 4, 2025³.

The Company monitors and records GHG emissions in all of its business units using a common algorithm based on the methodologies recommended by the Russian Ministry of Natural Resources. As of 2024, GHG emission exceeded 50,000 tonnes of CO₂-e annually in the following business units: Kuranakh, Natalka, Olimpiada and Blagodatnoye.

Direct GHG emissions in line with Order No. 371, kt of CO₂-e



¹ Federal Law On Limitation of Greenhouse Gas Emissions No. 296-FZ dated July 2, 2021.

² The methodology is not used to calculate indirect emissions (Scope 2) and only covers direct emissions (Scope 1).

³ Decree No. 805-r of the Government of the Russian Federation dated April 4, 2025.

Indirect GHG emissions (Scope 3)

In 2024, Polyus continued quantifying its indirect non-energy related GHG emissions (Scope 3). They were calculated in accordance with the GHG Protocol Scope 3 Calculation Guidance for nine emission

categories within Scope 3. Key assumptions were consistent with those used in the calculations for the previous reporting periods.

In the reporting year, Scope 3 GHG emissions totaled 1,302 kt of CO₂-e¹, which is 17% less than in 2023.

The most significant reductions in Scope 3 emissions were in the following categories: Processing of Sold Products (down 54% vs. 2023), Employee Commuting (down 34%), Business Travel (down 33%).

For the Downstream Transportation category, Scope 3 emissions were 49% higher; however, this did not have a material impact on the gross values as the emissions of that category make up less than 1% of the total Scope 3 emissions.

The changes in Scope 3 emissions for 2024 vs. 2023 were driven by the following factors.

Upstream Transportation category

- When purchased goods have been delivered by road, the calculation includes transportation to transshipment bases
- Where the initial point of the route is unknown, data on the distance is set based on procurement documents
- When calculating GHG emissions from the use of oil-based solvents, the Gasoline factor applies

The materiality level for Purchased Goods and Services, Capital Goods and Upstream Transportation is 1% of the money value. The aggregate of material categories cannot exceed 80% of money value

Business Travel category

- When calculating emissions from road transport, it is assumed that a vehicle transports only one person

Upstream (emissions down)

- Lower volumes of purchased raw stock, materials, capital goods and fuel
- Reduction in the number of business trips and employee commuting
- Sale of Lenzoloto

Downstream (total emissions down)

- Flotation concentrate transportation was taken into account (emissions slightly increased)
- Emissions from the processing of Lenzoloto products were excluded due to the asset's retirement from the group (emissions significantly reduced)

#INDIRECTIMPACT

¹ The quantitative assessment for Scope 3 was carried out with reference to the following business units: Krasnoyarsk, Kuranakh, Verninskoye, Alluvials and Natalka.

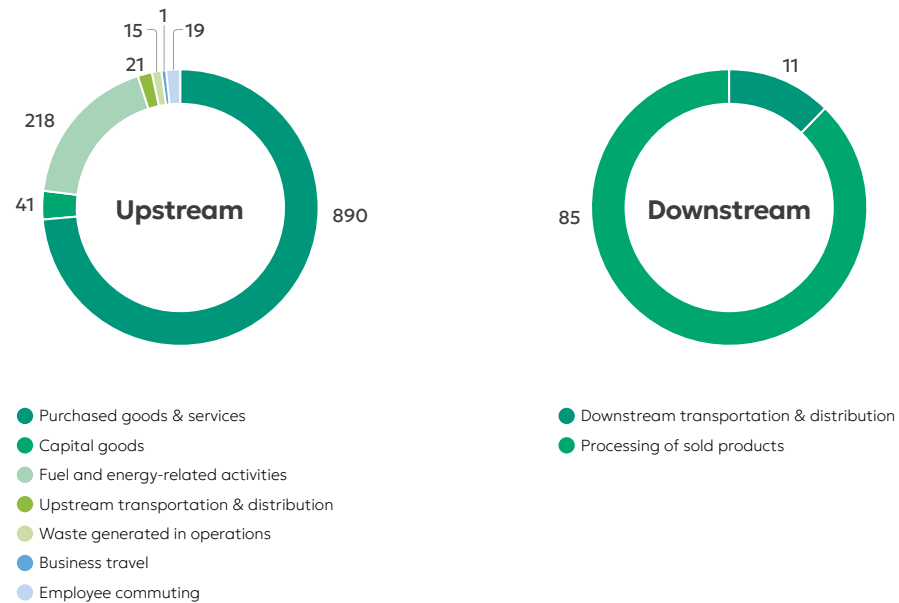
Compared to 2022 and 2023, the structure of Scope 3 emissions did not change significantly. The Upstream segment accounts for more than 92% of GHG emissions. This is due to the purchase of raw stock and materials, capital goods and any other indirect activities related to the fuel and energy complex. The emissions in the Downstream

segment are associated with the transportation and processing of products sold by the Company.

The assessment of indirect non-energy-related emissions took into account the following greenhouse gases: CO₂, CH₄ and N₂O. There are no CO₂ emissions from biomass decomposition.

GRI 305-3

Total indirect GHG emissions (Scope 3), 2024, kt of CO₂-e



¹ According to S&P Global, the global average value of the carbon footprint for gold in 2023 was 792 kg of CO₂-e/oz of gold (25,462.8 tonnes of CO₂-e/tonnes of gold).

² Values of indicative figures in accordance with Table E.4 in Appendix E to ITS 49-2024 Mining of Precious Metals.

Carbon footprint of products

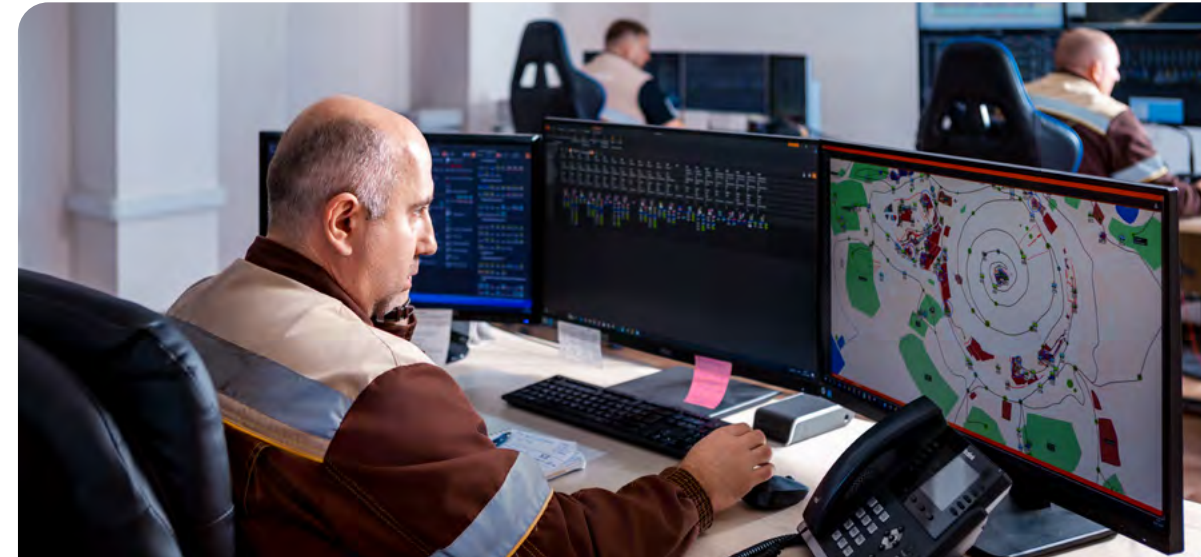
Polyus' products have one of the lowest carbon footprints among major gold mining companies¹. This was made possible due to measures Polyus has taken to reduce GHG emissions and 100% of Polyus' electricity consumption that has come from renewable sources.

When assessing its carbon footprint, Polyus is guided by the provisions of national standards, including GOST R ISO 14067-2021 National Standard of the Russian Federation. Greenhouse Gases. Carbon Footprint of Products. Requirements and guidelines for quantification and communication, as well as the guidelines presented in the technical reference book on best available techniques – ITS 49-2024 Mining of Precious Metals.

In the reporting year, gold's carbon footprint estimated with reference to the provisions of GOST R ISO 14067-2021 totaled 421 kg of CO₂-e/oz of gold in doré gold (13,530 tonnes of CO₂-e/tonnes of gold in doré gold).

Polyus' unit CO₂ emissions for ore mining estimated with reference to the provisions of ITS NDT 49-2024 equaled 0.005 tonnes of CO₂/m³ of rock moved, which corresponds to the indicative values set forth in ITS NDT 49-2024 for open-pit mining of hard rock deposits of precious metals (0.005 to 0.008 tonnes of CO₂/m³ of rock moved).

Polyus' unit CO₂ emissions for ore processing estimated with reference to the provisions of ITS NDT 49-2024 equaled 0.022 tonnes of CO₂/tonnes of processed ore which, also, does not exceed the indicative values in ITS NDT 49-2024 for the primary processing of minerals (0.038 to 0.076 tonnes of CO₂/tonnes of processed materials)².



Energy consumption and energy efficiency metrics

Energy consumption

GRI 302-1 GRI 302-3 GRI 14.1.2 GRI 14.1.4 MED 23

Polyus' energy consumption is ensured by:

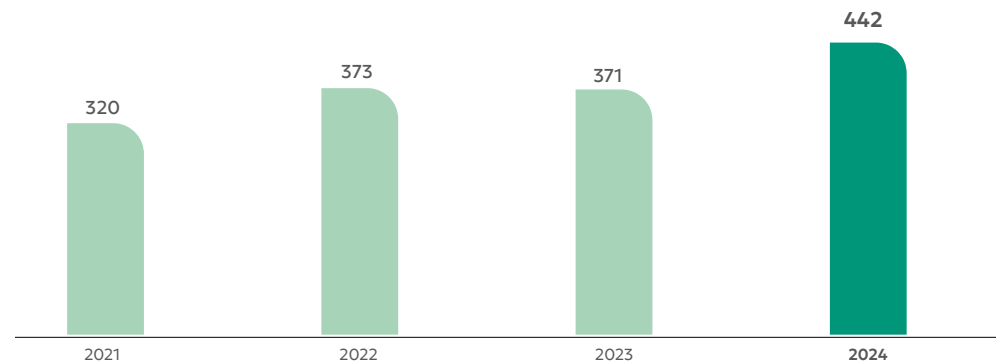
- Heat and electricity generation at its own CHPPs and boiler houses
- Fuel consumed by transport and in-pitmining fleet and for other needs
- Purchased heat power
- Purchased electricity, including from carbon-free sources

In 2024, the total energy consumption at all Polyus' assets stood at 22,355 TJ¹, which is down 3% vs. the previous reporting period. Energy consumption intensity per tonne of ore processed increased by 19% to total 442 MJ/t of processed ore, which is driven by the retirement of Lenzoloto from the group. Fossil fuel accounts for 65% of the total volume of energy consumed.

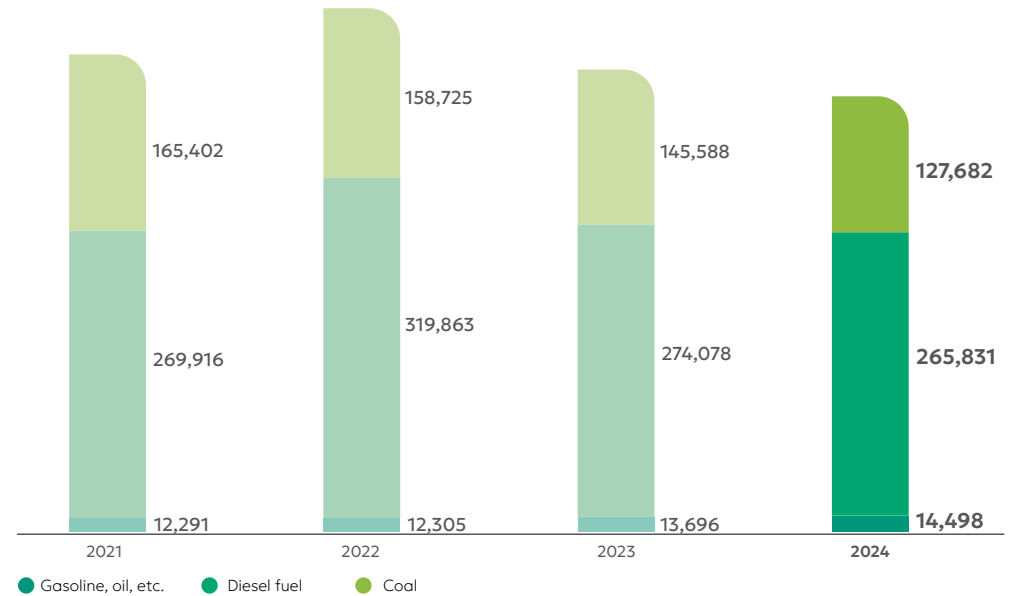
Energy efficiency defined as the energy consumption ratio to the net value added unit amounted to 620 kWh/\$ mln in the reporting period.

Stationary (CHPPs, boiler houses) and mobile (vehicles) sources consumed 408,011 tonnes of energy resources, primarily diesel fuel (65%).

Unit energy consumption, MJ per tonne of ore processed



Fossil fuel consumption, t



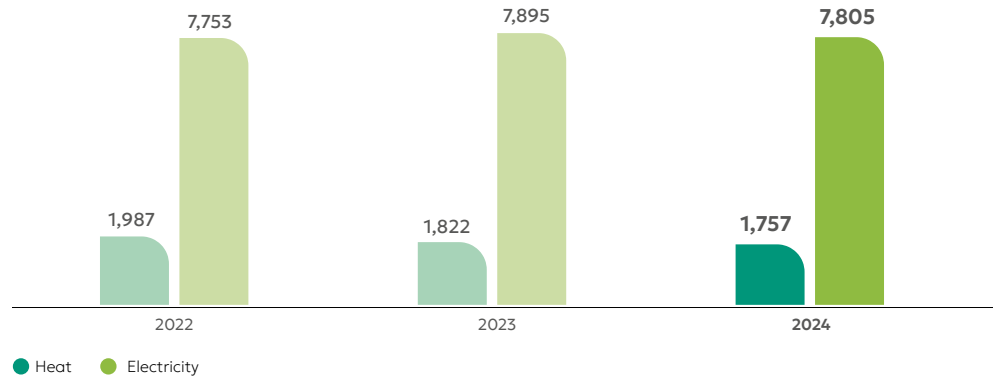
¹ As required by GRI 302-1, Polyus' total energy consumption includes the consumption of fossil fuels and of purchased electricity and heat, minus the energy sold.

In the reporting year, heat consumption stood at 1,757 TJ, which is down 4% vs. 2023. Polyus' electricity consumption remained unchanged.

100%
of electricity consumed from carbon-free sources¹ by production assets since 2021²

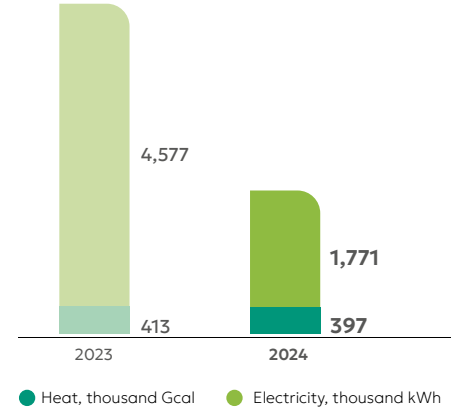
MED 22

Heat and electricity consumption, TJ



Polyus generates its own electricity together with previously purchased and unused energy. In 2024, Polyus generated 396,865 Gcal of heat and 1,771,412 kWh of electricity. Most of the electricity produced by Polyus is carbon-free.

Energy generated for own needs



#ELECTRICITY

¹ Taking into account acquired green certificates.

² In 2020, the share of electricity consumption from carbon-free sources was 80%.

Plans for 2025 and the medium term

- ✓ **CONTINUE DEVELOPING THE ENERGY EFFICIENCY POLICY**
- ✓ **CONTINUE WIND MEASUREMENTS AT KURANAKH**
- ✓ **CONTINUE DEVELOPING CARBON CREDIT PROJECTS**
- ✓ **START USING THE UPDATED PARAMETER CHARTS FOR COAL-FIRED BOILERS AT POLYUS KRASNOYARSK, POLYUS ALDAN AND POLYUS VERNINSKOYE**
- ✓ **COMPLETE THE GREEN IT PROJECT**
- ✓ **CONTINUE THE IMPLEMENTATION OF THE TECHNICAL METERING SYSTEMS IN BUSINESS UNITS (DETERMINE THE PURCHASE VOLUME FOR ENGINEERING SYSTEMS IN 2025 FOLLOWED BY THEIR IMPLEMENTATION IN 2026)**
- ✓ **INCREASE THE PRODUCTION EFFICIENCY OF OPERATIONS**
- ✓ **CARRY OUT ENERGY EFFICIENCY ACTIVITIES PLANNED UNDER THE FUNCTIONAL STRATEGY OF THE OPERATIONS AND TECHNICAL DEVELOPMENT IN TERMS OF PRODUCTION ASSET MANAGEMENT THROUGH TO 2027**



#ENERGYEFFICIENCY



S SOCIAL

SOCIETY

Our employees

- 88 Corporate culture principles
- 91 Recruitment and staff retention
- 92 Talent development and boosting employee motivation
- 97 Fostering diversity and inclusion
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Occupational health and safety

- 119 Contractor management
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- 134 Charity and sponsorship
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- 155 Plans for 2025 and the medium term

Capitals

- Human capital
- Financial capital

Stakeholders

- Employees and contractors
- Local and indigenous communities
- Shareholders, lenders, bondholders
- Government and regulators
- NGOs and industry organizations
- Media

UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS



S OUR EMPLOYEES

- | | |
|--|---|
| 88 Corporate culture principles | 102 Volunteering programs |
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| 97 Fostering diversity and inclusion | |
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| 101 Occupational health and healthcare services | |

Material topics

PRIORITY 1

- Employment

PRIORITY 2

- Training and development

Key events

- The proactive training component was launched under the Polyus Talent Pool in-house recruitment agency
- Training modules were extended, and the approach to training continued to focus on securing the required professional and management capabilities
- The approach to motivation and remuneration was revised
- Polyus was awarded a platinum status in Forbes' rating of best employers in Russia and a silver status in the Employees and Society category

¹ The rate is higher than the average headcount, as it includes employees who left the Company.

16,949
average headcount

23.3%
voluntary turnover

19,511¹
employees
trained

Management

GRI 3-3

Polyus' team of professionals is the Company's reliable asset that enables it to achieve top results. By continuously improving its HR management principles and processes, Polyus is able to provide its employees with comfortable working conditions and ensure that they can fulfill their potential. The Company hires talented minds and provides them with career development opportunities, improves working conditions and the motivation system and creates a comfortable environment for productive teamwork.

The Vice President for Human Resources and Organizational Development is responsible for HR management. This unit centrally manages HR headcount, appointments and remuneration, recruitment and development, administrative and general support and performs several other functions.

The HR management structure was revised in 2024: the Social Infrastructure and Services Management department was renamed the Social and Office Infrastructure Management and Development department, and the New Office Infrastructure Facilities Construction department was established.

HR management hierarchy



—> Administrative reporting

- - - -> Functional reporting

HR management digitalization

Polyus makes extensive use of digital HR management tools, applies HR analytics solutions and is improving electronic services for employees. In 2024, dashboards were created for HR analytics on piece-rate payments. This solution made it possible to involve management in performance and remuneration management. Instead of receiving productivity data once a month, managers can regularly track the performance of employees and take timely corrective actions. In 2025, the Company plans to create analytics dashboards that combine HR, performance and financial metrics. Polyus also intends to develop cross-functional dashboards for complex analysis and predictive modeling that will help to take preventive and corrective actions.

In 2024, the Company developed a pilot digital solution for forecasting the actual headcount of employees working on rotation. Usually,

the Company tracks the actual headcount based on employee presence at the production site. However, an employee might leave the Company during rotational leave. If this was not anticipated by the employer, the latter will count the wrong number of employees on the next shift. To solve this problem, Polyus Logistics introduced an automated system for calling employees using a voice robot. It calls employees to ask whether they intend to come back after rotational leave. These automated calls help the Company to forecast staffing levels in the near term and act based on this information.

To improve the quality of HR services and make them more accessible, Polyus' employees are provided with personal accounts. The Company is continuously developing the efficiency of the service and aims to increase the number of users. In 2024, awareness

raising campaigns were held with management support to promote the use of personal accounts, and document approval processes were optimized. Managers of different levels took part in this task. Through these measures, there was an improvement from 60–70% to 97% in two main indicators of HR services digitalization: the share of employees with an e-signature and the share of HR documents accessed in personal accounts.

From 2025 onward, the Company intends to maximize the digitalization of HR processes by introducing electronic document management for as many processes as possible and minimize manual operations.

Strategy

The strategic approach to HR management in Polyus takes into account the Company's general development vectors and external labor market factors. In 2024, Polyus maintained its HR management focus on staff retention and higher labor productivity. Special attention was paid to developing a culture of open dialog to keep employees engaged in the Company's strategic activities. In the reporting year, Polyus continued to use efficient HR management tools and develop the skills and competencies of employees.

#HRMANAGEMENT

Corporate culture principles

Polyus provides its employees with comfortable working conditions. The development of corporate culture and existing corporate rules of conduct help the Company to maintain respect in the work environment and allow employees to feel that they are contributing to common goals and that their interests matter.

In 2024, Polyus held a number of events to shape corporate culture and engage employees more in the Company's strategic agenda. Several measures were also taken to improve the feedback culture. Based on the 2023 personnel engagement study, the Company developed the Polyus Talks corporate culture concept, which is designed to establish an open dialog with employees and make them more aware of Polyus' plans.

#CORPORATE CULTURE

Case study

POLYUS TALKS IN CORPORATE EVENTS

The Polyus Talks concept was a key part of corporate events in 2024. The aim is to unite various groups of employees and to build trust in the teams.

VOICE. POLYUS

In spring 2024, employees were offered the opportunity to show off their musical talents in the Voice. Polyus creative contest. The finalists filmed The Realm of Polyus corporate video, which premiered at Metallurgist's Day.

Lesson learned

The projects for developing corporate culture are designed to broadcast Polyus' mission and values, boost team spirit and build a good working environment. Such events also help enhance employee engagement and loyalty to the employer's brand.



METALLURGIST'S DAY 2024: SOUND LOUD ON THE GOLDEN FREQUENCY

In July 2024, Polyus celebrated Metallurgist's Day on a grand scale. The festive live broadcast Polyus: on the Golden Frequency hosted by Valdis Pelšs was the main attraction of the professional day's celebration and brought together employees from all business units. For the first time, the regions of operations joined the broadcast with four production sites online.

Colleagues from different regions congratulated each other on their professional day as part of the Heart to Heart campaign and participated in the Name That Tune musical game show. The contestants earned points, which Polyus multiplied by 100 and converted in rubles. The Company made a donation equaling this amount for the treatment of children with spinal muscular atrophy.

The best employees from all business units attended the award ceremony in Moscow. Sixty employees received departmental and corporate awards, as well as Honored Miner and Honored Metallurgist honorary titles. Ceremonies also took place in the regions, where over 200 employees received awards. Production sites hosted festivities, concerts, open-air cinemas and celebratory receptions attended by more than 4,500 people.

BEST OF POLYUS

The Company held the Best of Polyus creative children's competition to engage the families of employees in the corporate culture. The competition included five categories: singing, arts, video blogging, dance and erudition. Over 150 children took part, and the jury chose three winners in each category. There was also a special prize for the most original videos and one for parents for supporting and developing the talents of their children. All participants received gifts and diplomas, with a trip to Moscow as the main award. The children and their parents who went to Moscow took part in guided tours and quests, attended the New Year corporate live broadcast and received gifts.

POLYUS' CHRISTMAS TREES LIVE BROADCAST

At New Year, the Company held Polyus' Christmas Trees corporate live broadcast, which brought together all regions and business units from Magadan to St. Petersburg. The winners of the Best of Polyus children's competition took part in the live broadcast.

Employees from across the business units congratulated each other; there was a performance by a cover band, a creative dance challenge and a prize giveaway. The host of the broadcast announced the winners of the December mobile app virtual marathon, with the top 100 receiving New Year gifts.

Raising awareness and developing communications and feedback channels are an integral part of the Company's corporate culture. Corporate communication channels make it possible for Polyus to deliver its strategic agenda, maintain an open dialog with employees and promptly respond to incoming questions.

The Company's communication channels

-  hotline
-  email newsletters
-  Telegram channels
-  Telegram chatbot
-  corporate intranet
-  employee personal account
-  personal meetings of managing directors and senior managers with the workforce
-  direct line with the management
-  employee engagement survey
-  Territory of Polyus corporate newsletter
-  TV panel and information stands

Employees prefer Telegram channels that broadcast the Company's strategic agenda and local plans and share stories about the work and life of shift workers. The channels also deliver useful information about working in Polyus, corporate contests and events, as well as some entertaining content. In 2024, nine business units regularly posted on their channels, with over 5,000 posts and increased the number of subscribers by the end of the year. Two business units also started new channels.

As part of the Polyus Talks concept, the Company emphasized the increased number of in-person management-employee meetings and the delivery of its strategic message at such events. In 2024, there were 230 meetings and sessions with management and personal meetings. Polyus organized quarterly information days, and top managers attended these events for the first time

in the reporting year. Managers of all levels answered over 1,000 employee questions and elaborated on corporate plans and strategy.

Every year, Polyus holds a direct line with the Company's management. This is a very popular event, and in 2024 the Company deployed a new chatbot to collect questions from employees for the direct line and to make feedback easier and more accessible.

The employee engagement survey held every two years is one of the most comprehensive tools for obtaining employee feedback. Based on the results of the previous year's survey, strategic sessions with management took place across all business units. At these events, management discussed the survey results, learned to interpret them and elaborated measures to improve

employee engagement. These measures emphasized the role of managers in terms of staff retention and included specific steps. The sessions developed employee engagement improvement roadmaps that apply for 2024 and the years ahead.

In 2024, Polyus' management attended the second management conference, whose main theme was A Look From the Future. The conference focused on management's strategic vision and decision-making, based on current conditions and future factors. The invited speakers shared their experience regarding strategic thinking and leadership skills for the future. The Team 2035 project was launched at the conference to develop communities of experts and managers in Polyus. The project focuses on staff retention, and its implementation starts in the next reporting period.

#COMMUNICATION

Developing the employer's brand

Polyus cares both about building a corporate culture and maintaining an HR brand for its own employees and potential job candidates. In 2024, the Working at Polyus Telegram channel was created to promote the employer's brand. The channel posts items about working in the Company, shares personal stories of employees and announces job openings and career opportunities.

In addition, Polyus filmed four episodes for the Pure Gold People documentary about the Company's work in the regions of its operations. The documentary will premiere in the next reporting period. The project aims to offer insights into gold mining in the regions and maintain interest in its operations among job seekers.

Case study

HUMAN CAPITAL. GOLD. TECHNOLOGIES PROFESSIONAL CONFERENCE

In 2024, Polyus hosted international applied research conferences on mining technologies for processing and drill and blast in Krasnoyarsk for the first time. Industry experts from Polyus and invited guests, including Chinese, Indian and South African speakers, attended the event. The conference on processing technologies held in July welcomed more than 100 participants from Russian and foreign enterprises, research centers and design companies who discussed the development of mines and exchanged best practices in this field. The conference covered digitalization, import substitution, upgrading production facilities and the recruitment and retention of qualified staff.

In December 2024, a conference on drill and blast drew 150 attendants from Polyus, leading mining companies and suppliers of software and instrumentation. They exchanged experience on the use of explosives, software, process equipment and quality control for drill and blast operations. In the next reporting period, Polyus plans to hold similar conferences in other fields, such as IT and geology, which will promote professional communities and contributed to the employer's brand.

Lesson learned

The conferences gave Polyus' employees the opportunity to share their knowledge, experience and achievements with a wider public. The Company demonstrated that it is open and willing to talk about its projects and learn from experience and helped to boost professional communities and contributed to the employer's brand.



Case study

POLYUS' TEAM AT BIRYUSA TERRITORY OF ASPIRING YOUTH

The Company promotes its HR brand among young professionals. In 2024, Polyus' team actively participated for the second time in the We Are Professionals module at Biryusa Territory of Aspiring Youth in Krasnoyarsk Territory. Biryusa Territory of Aspiring Youth is an education forum where young professionals develop social, scientific, creative and sport projects with the support of leading coaches and experts. In the reporting year, over 600 young professionals from 39 companies attended the We Are Professionals forum. This was an opportunity for participants to improve their skills, share experience and expand their career potential. Polyus' team comprised 38 professionals in various fields. As well as the education program, they participated in sporting competitions and a creative contest, winning prizes in three categories. Polyus' youth were named Champion of the Shift and won two cups: 1st place in the corporate competitions and a recognition cup awarded based on the vote of all participants.

Lesson learned

Participation in the forum brought young colleagues closer and allowed Polyus to improve its position on the labor market and increase its appeal as an employer for young people.



Recruitment and staff retention

The Company focuses on talent recruitment and retention. In 2024, Polyus continued to hire personnel through internal outstaffing and scaled it up to include recruitment with proactive training based on the Company's needs.

Polyus Talent Pool is an in-house employment agency that has recruited and trained blue-collar workers for the Company's enterprises since 2023. In 2023 and in 2024, jobs in operations, Polyus Logistics and Polyus Stroi were internally outstaffed. There is an emphasis on proactive training to meet business needs, which took place in licensed corporate training centers and included hands-on training on training sites with actual equipment operating at mine sites. This allows Polyus to prepare employees in advance for new equipment and large-scale operations. Over the reporting period, Polyus Talent Pool hired 1,019 people for the Company's business units. They underwent training as truck drivers, mining fleet operators and other jobs before being hired in the Company's business units.

Polyus Talent Pool has also adopted the functions of an internal employment agency and formed a large pool of candidates. For example, Polyus Talent Pool was responsible for finding and recruiting employees for operations at Chulbatkan in 2024.

In 2025, Polyus Talent Pool and its proactive training tools will be used to recruit people for future projects — Sukhoi Log, the new mill at Blagodatnoye, Polyus Geoservice — and for learning to work with new equipment.

Polyus ensures that new hires experience a comfortable adaptation process, and every new employee is assigned a supervisor or mentor. In 2024, the Company developed a Welcome to Polyus online course for new hires. This facilitates dynamic integration into the corporate culture, introduces Polyus' values to new colleagues and explains key aspects of the Company's operations, structure and procedures. The Gold Mining Methods course, which is delivered to all new hires, was updated. This course guides employees on Polyus' value creation process.



#POLYUSTALENTPOOL

Talent development and boosting employee motivation

GRI 401-2

GRI 404-2

GRI 14.17.4

GRI 14.17.8

Polyus adopts a comprehensive approach to personnel training and provides everyone with the opportunity to fulfill their potential. The Company focuses on building in-house expertise and experience, training professional managers, forming the talent pool and increasing productivity.

Case study

MODULAR PROGRAMS: NEXT STEPS

Modular programs for linear operations management launched in 2023 entered a new stage in 2024. The fifth, and final, module for Processing, Production Asset Management and Mining was developed in 2024 to unite management and form cross-functional teams. 35 managers participated in the module in Arkhyz.

New tracks were introduced for the Geology, APCS¹, Automated Mining Fleet Control System and Critical Information Infrastructure programs. 34 people underwent training on four modules at the premises of business units; they also studied the management competences curriculum and met with the Company's top management. In the next reporting period, the graduates will embark on the final team-building module, which is slated to take place at Elbrus.

The Company updated the methodology for modular programs and included labor productivity. The participants get to know operations by learning from reports and metrics, visiting production facilities and analyzing collected data. Based on this analysis, they put forward suggestions on how to improve production performance. More than 80 ideas on improving labor productivity were proposed during the program, and some have been introduced in operations.

A modular program on Advanced Work Packaging (AWP) was implemented in 2024, which was attended by 27 employees working on construction projects. In the next reporting period, the Company plans to start new programs and new batches for the existing programs.



Quote

"The program of each module allows us as managers to see new opportunities for developing employees. We should not be afraid of taking responsibility; we should demonstrate how things should be done correctly by setting a personal example, thinking several steps ahead, continuing to develop, inspiring the team to reach achievements and setting new targets. We are the first batch to complete all five modules. I am sure that our joint efforts can solve any issue".

Head of the engine machine shop at Polyus Krasnoyarsk

Lesson learned

Modular programs proved to be essential and efficient. The graduates form a community with unique management and professional competences. For the heads of functions, this community is a talent pool of employees who can be appointed to leadership positions based on the needs of the business, while for employees, talent development increases their engagement and desire to take on new challenges.



¹ APCS – Automated Process Control Systems.

The HQ Business Club program was introduced to develop management competences of employees in Moscow. It includes the following tracks:

- Business Thinking and Cross-Functional Interaction: vice presidents delivered lectures on functional strategies, ongoing tasks and anticipated outcomes, while invited industry experts shared their experience and market insights.
- Labor Productivity: engaging HQ employees in labor productivity improvement on sites. Over six months, the cross-functional teams studied in detail processes in business units, which resulted in seven projects on improving labor productivity.
- Communications: a speaker club to develop public speaking and presentation skills. The track's attendees also had the opportunity to practice their skills while presenting at the professional conference.
- Digital Track: in-house Data Science training, which is planned to continue in 2025 as part of the second batch of trainees.

The program was successful in developing talent and made employees more engaged in labor productivity improvement projects. In 2024, almost 1,000 employees participated in the Business Club program, which had a positive effect on the development of employees and enhanced their involvement in the productivity improvement projects.

The plan for 2025 is to start a Business Club in Krasnoyarsk to engage employees in the region. The scale-up will cover both geography and the program content to include new tracks for the next reporting period. The tracks are Personal Efficiency and Health (covering safety and mental health), Management (improving the quality of HR management and developing managers) and an extended Digital track (Power Query, Power BI).

Polyus has a rotation and internship program that is intended for participants of Talent Pool programs, modular program attendees and candidates

for key positions. This program provides a unique opportunity to try out the role for a target position and test one's skills and knowledge. It is also a powerful tool for development in a business environment that enables candidates to understand the tasks they face. In addition, for a manager, program enrollment is an indicator of a candidate's readiness for the target position or higher. The Company will continue with the program in the reporting year.

Business units also adopted the internship system to improve the expertise of employees hired by business units under lower requirements. Candidates from the labor market were offered an internship that would lead to gaining skills required for a job after their employment. Candidates for surveyor and operations engineer positions participated in the program.

In 2024, implementation of comprehensive expertise building programs continued. The programs cover engineering, geology, geomechanics, drill and blast, processing, reliability management and capital construction. More than 40 program events were organized over the reporting year, and over 700 employees were trained.

The Foreman and Site Supervisor Courses for line operation managers was reformatted in 2024. Over 300 employees from the main operation areas qualified for the courses. Most of the events for the courses are scheduled for the coming year. The focus is on extending the participants' expertise as part of a number of training blocks delivered by in-house experts from various functions and

a practical block for compiling and implementing individual development plans. The courses also involve the development of management skills. This project will provide the opportunity to prepare experienced employees for the role of foreman and prepare current foremen for promotion to site supervisor positions.

Polyus' corporate training center, which unites the training centers at hard rock deposit mining assets, provides ongoing training for employees at production sites. The Company put in a lot of effort to update over 500 training programs in the centers and align them with common standards in accordance with legal requirements. Eight accreditation records of the State Technical Supervision Body (Gostekhnadzor) were obtained for some jobs, which will accelerate the training of labor market candidates and filling of job openings. The Polyus Talent Pool training center also acquired a license to perform educational activities and to train candidates in professions that are in demand.

Training center sites in the business units were additionally fitted out and upgraded to simulate actual conditions. In 2024, over 3,700 employees underwent professional training and retraining.

Mentors play an important role in the education and adaptation of new hires. In 2024, 400 out of 1,223 mentors at Polyus participated in training their colleagues. In the reporting period, Polyus expanded the coverage of the mentorship program and updated the relevant regulations. The Company scaled up the program, which initially applied to operation jobs only, across managers, specialists and workers.

#DEVELOPMENT & MOTIVATION

Opportunities for young professionals

By reaching out to school and university students, the Company will be able to interest young people in gold mining, help them make a career choice and attract young talents.

The Company regularly holds career guidance events for schoolchildren and offers guided tours to production facilities to explain gold mining

in detail. In 2024, over 5,700 school children participated in guided tours and career guidance classes given by Polyus employees. The Company also took part in a career guidance festival in Krasnoyarsk. More than 1,000 schoolchildren who came to the event attended Polyus' site and participated in a workshop and quiz.

Case study

GOLDEN CAREER TICKET MARATHON

The Company held an online career guidance marathon for 7–11 grade schoolchildren, which was bigger than the year before. In 2024, over 3,300 children from Magadan and Irkutsk Regions, Krasnoyarsk and Khabarovsk Territories, Yakutia and other regions joined the marathon.

Participants were provided with useful reading materials to get a better understanding of gold mining processes and help them choose a career. The marathon closed with a demonstration of the best creative applications and announcement of the winners.

Lesson learned

The Golden Career Ticket marathon offered a unique opportunity for teenagers who wanted to learn more about potential jobs to help them make an informed choice on their field of study. The marathon helps Polyus to promote gold mining as a profession for young people.



In 2024, Polyus joined the Siberian Industrialist project. Together with the Union of Siberian Industrialists, the Company prepared video lessons on gold mining and scheduled an industrial hackathon for schoolchildren in Krasnoyarsk Territory in 2025.

In the reporting period, Polyus once more partnered the Young Generation of Geologists program. 24 children of employees from across the Company's business units went to the Smena Children's Center in Anapa. The camp for geologists attracted 220 schoolchildren from across the country. They studied minerals, did experiments and looked for new mineral deposits on the map. Polyus experts participated in the program and shared their knowledge of geology.

In 2024, Polyus Class, the Company's flagship project, continued its work. The project's participants attended the Sirius educational center in Sochi. The schoolchildren studied project management using actual case studies, consulted Polyus experts and professors from the Siberian Federal University and Irkutsk National Research Technical University and presented their projects. They also learned how to work in a team and manage a team of colleagues. In the next reporting period, the Company plans to open a Polyus Class in Khabarovsk Territory.

Polyus Class was recognized by the professional community and was awarded the Company of the Future prize in the Talent Pool category. It also won the Grand Prix in the Best Practices in Young Talent Development category of the ESG Excellence Award 2024.

The Company participates in career events, forums and career fairs to attract students and young professionals. In 2024, Polyus appeared at 84 events attended by 15,000 people. For the first time, Polyus participated in the Minex forum as an employer. Polyus held its own career day at the Irkutsk National Research Technical University. The event included the official opening of a classroom that was renovated and equipped with the Company's support.

In 2024, over 400 students completed internships in the Company. In the reporting year, the Company updated its approach to internship. Polyus regards interns as potential employees and an external talent pool. The heads of departments that receive interns focus on their professional excellence and want to engage them in the production process. The Company's objective is for students to return to Polyus after they complete their studies. In the reporting period, Polyus widened its selection of professional college students and plans to actively invite students from technical schools.

In the reporting year, Polyus worked on the Professionalitet project together with two colleges in the Magadan Region. Under this project, Polyus works with regional education institutions, provides financial support, equips workshops and offers internships to students. The Company's experts revised the curriculum and career roadmaps and equipped a new building, laboratories and workshops with training facilities. In 2024, 22 students completed internships in surveying and processing at Natalka.

Case study

CORPORATE TRAINING PROGRAMS FOR STUDENTS

Polyus continues to offer corporate training programs for students — undergraduates from industry-specific universities who successfully qualify receive additional training. They receive a corporate scholarship from Polyus. In 2024, groups were made up for the following fields of study: Mining (in partnership with the Siberian Federal University), Process Automation (in partnership with Irkutsk National Research Technical University) and Mineral Processing (in partnership with Siberian Federal University and Siberian State University of Science and Technologies). At the end of the reporting year, the Company and the Tomsk State University launched a program for Geology students. As part of these programs, Polyus also supports universities by buying advanced equipment and software and equipping classes to make learning as efficient as possible.

Upon graduating from the corporate program, the students obtain a second qualification in addition to their major field of study. With many graduates already joining the Company, others will soon start working for the business units.

Lesson learned

Polyus regards these programs as an opportunity to train valuable experts who know the specifics of operations in the Company and who are willing to join and fulfill their potential. Graduates are preferred to external candidates, as they have already acquired the skills required for working in Polyus during their university studies.



#YOUNG EMPLOYEES

In addition to the abovementioned initiatives, Polyus acted as a partner for the Metallurgy section of the Academic Olympics for university students, performed jointly with Siberian Federal University. The 2024 Olympic season saw a record number of 5,225 contestants from Russia's top universities in this section. Experts from the Siberian Federal University and Polyus' Research Center prepared tasks for the final stage. The contestants were asked to develop a complex process for the commercial

production of metals that complies with environmental requirements. The 23 students who reached the final visited Polyus' Research Center.

Polyus also continued its advanced training programs for higher education teachers in Krasnoyarsk Territory and Irkutsk Region. The teachers visited the mine sites, deepened their knowledge and acquired new skills to pass on to their students.

Boosting employee motivation

GRI 404-3

Fair remuneration is a key element of Polyus' HR management and is the foundation for the development of employees and the achievement of their goals. The Company's comprehensive motivation system includes both financial and non-financial incentives. Its objective is to retain valuable qualified employees, increase labor productivity and achieve business targets.

The motivation system is regulated by the Regulations on Remuneration and Incentives for Employees. In 2024, the Regulations were

revised in line with changes to the incentives system. The Company also updated regulations in line with new legal requirements on overtime payments from September 1, 2024.

The Company's employees receive a salary according to a transparent grade system. All employees undergo a performance assessment based on functional KPIs to develop their career. The KPI system is a motivational factor for employees.

Polyus' salaries are annually indexed for all business units and employees according to legal requirements. The Company also reviews salaries on a case-by-case basis. In 2024, the group decided to review the salaries in its operations at different times based on internal and external conditions.

In the reporting year, annual bonus payments for blue-collar workers and junior line managers in operations were replaced by quarterly payments, and the total amount of the bonuses increased. In 2024, the system was scaled up across all production business units. This incentive system is more efficient for engaging employees in performance.

Professional excellence premiums for blue-collar employees were replaced by seniority premiums to encourage them to stay with the Company for a long time. Seniority premiums are calculated on a scale basis and increase every two years, which provides employees with more certainty about their future income. Understanding who may soon get a premium allows Polyus to work with these employees and offer them good conditions to stay in the Company.

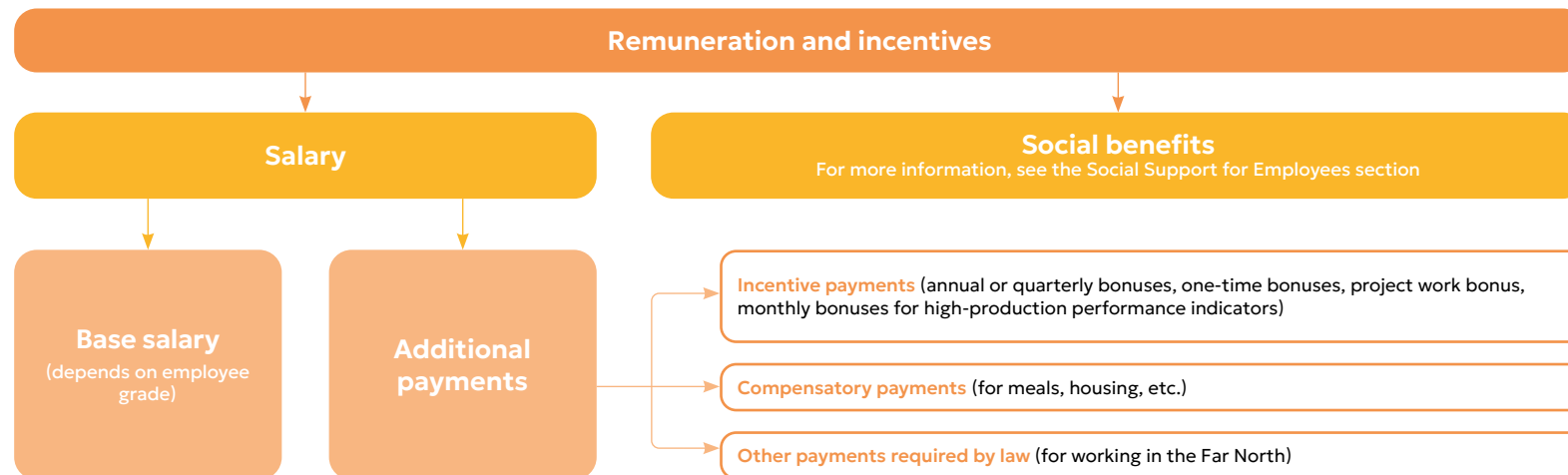
In 2024, the Company piloted wage restructuring for white-collar and blue-collar employees. Polyus Digital changed its approach to remuneration, as the annual bonus was partially channeled into the monthly wage. It was decided to keep the annual bonus, although at a reduced amount. This remuneration structure is adapted to the specifics of the IT labor market, where project work is common.

Polyus plans to continue restructuring remuneration in 2025. At all business units, excluding HQ, the Company intends to reallocate part of the annual bonus, either through increasing the monthly salary or bonus for office staff or through quarterly bonuses for production employees who have not been affected by these changes so far.

In the reporting period, all business units launched an incentive program for payroll redistribution if labor productivity increases or the headcount goes down. If an employee leaves the Company, the manager should decide whether it is necessary to find a replacement or not. By reorganizing processes more efficiently, it is not necessary to hire new people, but funds can be reallocated for remuneration or future bonuses for current employees. The Company intends to finalize this method in 2025.

In 2024, Polyus continued to expand the piece-rate pay system across its operations. Currently, this approach is adopted to calculate payments for drilling crews at Olimpiada and Blagodatnoye and has proven to be successful, with productivity increasing by 20%.

Compensations and benefits at Polyus



This result is important for the Company, as it can define the optimal volume of operating equipment based on productivity. In 2024, the piece-rate pay system was applied for drill and blast workers at Kuranakh. In addition, the Company upgraded the project's IT infrastructure: production indicators and wages used to be calculated in separate systems; now all data on piece-rate wages is recorded in the same program to avoid duplicating processes. In 2025, Polyus plans to scale up the new piece-rate pay system and the unified data system across excavation and haulage crews at the hard rock business units.

The piece-rate pay system was introduced at the same time as a study was done into the time spent by operations piece-rate employees. The Company analyzed where working time is lost, how rationally it is allocated and what can be done to improve the efficiency of time allocation.

Regarding labor rate standardization, Polyus determined the planned headcount for Sukhoi Log and elaborated on its organization chart in the reporting period. Mine site amenities, including dorms, canteens and other facilities, were designed based on in-house and contracted labor requirements.

Fostering diversity and inclusion

GRI 2-30 **MED 32**

Polyus opposes any form of employee discrimination in the workplace on the basis of gender, age, race, nationality, faith, social status or any other grounds. The Company's commitments in this area are set forth in the Human Rights Policy.

The Policy stipulates that the Company undertakes to provide proper working conditions and adhere to the principle of equal treatment for equal professionalism and contribution and to promoting diversity and inclusion values across all levels, from grass roots to top management. The Company's Diversity and Inclusion Position Statement explains that different attitudes, experience and knowledge of people of different gender, age and background allow Polyus to achieve its business goals more efficiently, develop new solutions and provide a flexible response to internal and external changes.

Polyus acknowledges and protects the freedom of association for its employees. As of 2024, 77.47%¹ of employees were covered by collective agreements. Polyus also ensures that all workplaces are safe. The Company performs labor-related risk assessments for brownfields and potential greenfields.

The Code of Corporate Conduct determines the principles and rules of conduct for Polyus employees and serves as a guide for employees to make decisions in challenging situations, such as harassment, discrimination and abuse of any kind.

[For more information on what Polyus does in terms of corporate conduct and human rights, see the Ethics, Anti-corruption Compliance and Human Rights section.](#)

To demonstrate its commitment to the principles of diversity and equal opportunity, the Company implements projects aimed at ensuring gender equality among its employees. Every year, Polyus supports the Talented Women in Modern Industry awards established by the Women in Mining non-profit organization. The awards recognize the accomplishments of outstanding women who contribute to the industry's development and are an inspiration to their colleagues. In 2024, awards were given to women working not only in the mining industry but also in other industrial companies. Four female Polyus employees were winners or finalists of the awards, beating about 630 competitors.

Case study

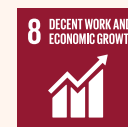
THIS IS WOMEN'S BUSINESS PODCASTS

In 2024, Polyus, together with the Komsomolskaya Pravda publishing house, launched a series of podcasts about women working in the Company. The podcast's guests dismantled stereotypes that this business is not suitable for women and discussed their careers in mining and gold production processes. The podcast featured women working in various areas of the industry — geology, hydrometallurgy and processing to IT, automation of business processes, environmental protection and industrial safety.

15 podcast episodes were released in 2024, and the project was well received. It had a total audience of over 688,000 unique listeners, while an average of around 40,000 people listened to each podcast. The project continues in 2025.

Lesson learned

Polyus received positive feedback from colleagues about how the project inspired them to study and expand their professional pursuits, to work on a rotational basis and to choose a new career track. This project is important for Polyus and the entire industry because it helps the Company attract new talent and reduce the influence of outdated career stereotypes.



#INCLUSION

¹ In 2024, the calculation method was revised as 2024 rate is based on headcount on a given date instead of average headcount in previous years.

Social support for employees

GRI 401-2 **MED 28** **MED (NDG) 1.1**

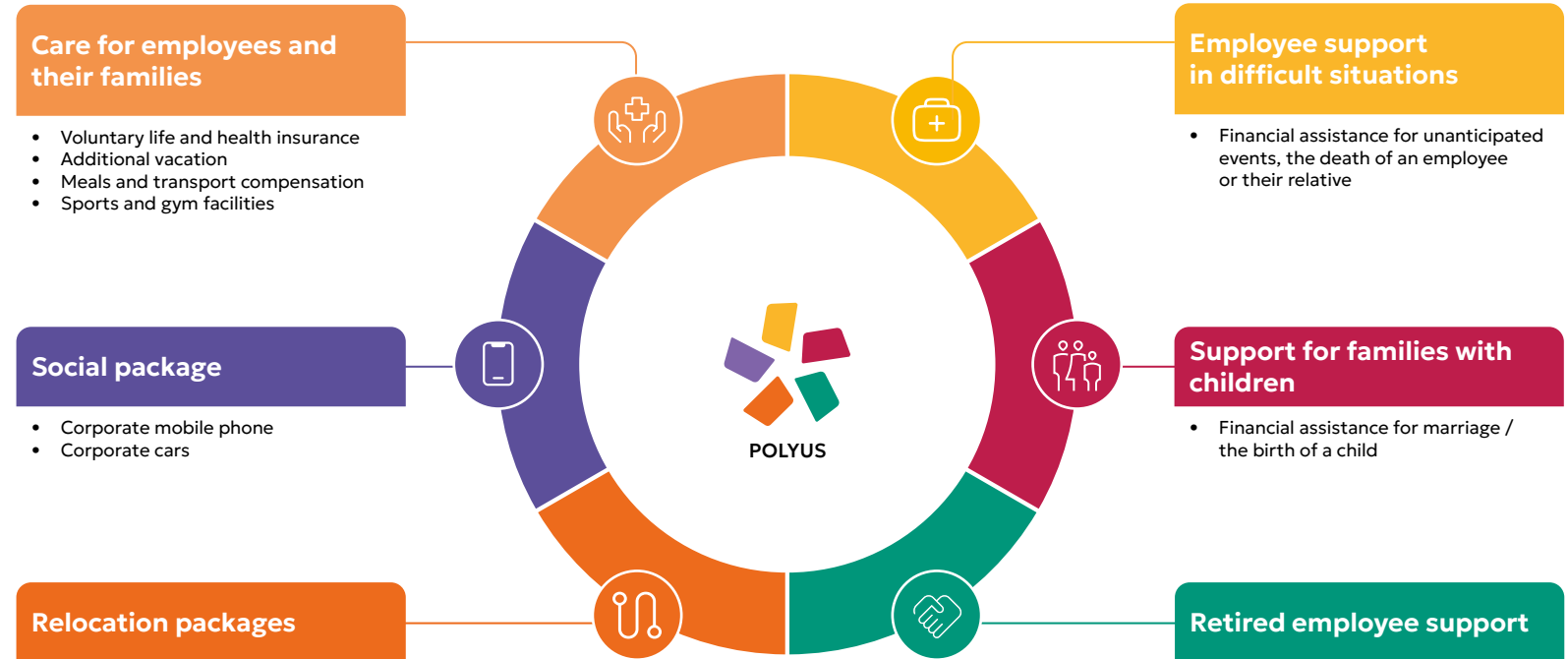
Ensuring proper and comfortable working conditions for the Company's employees always includes social support measures and additional benefits and compensations above those provided by the law. This is how Polyus ensures the long-term motivation of its employees. Polyus offers its employees the full social package that meets their expectations.

In the reporting year, expenditures on social programs for employees amounted to \$33.8 million.

Expenditures on organizing and holding social events for employees and their families amounted to \$756 thousand in 2024, which is double the amount in the previous reporting period. In 2024, \$24 thousand was spent on sports and health-related activities.

91 employees who experienced difficult personal situations due to family illness received financial and non-financial support in 2024.

Polyus' social support system



#SOCIALSUPPORT

Social and working conditions and infrastructure

Polyus creates a comfortable and modern infrastructure for work and leisure. Shift camps have all the essential facilities and amenities for housing and recreation. These camps have upgraded dormitories, canteens, shops, as well as sports facilities, bath houses, hair salons and leisure facilities. They also have bakeries and dairies offering fresh bread and milk products.

Projects aimed at improving social and living conditions focus on the requests of employees, who are the key clients. When developing the projects, the Company takes into account the feedback from its personnel. Works to upgrade the infrastructure are carried out by service contractors contracted by Polyus.

In 2024, the dairy, bakery and pastry workshops at the Eruda site were renovated. The canteen design was developed for Polyus Logistics colleagues, and construction is planned to start next year.

A bakery-cafe opened at Verninskoye where employees can relax while eating freshly baked pastries. In the reporting year, works were carried out to upgrade the shift camp's existing canteen: the building was heat-insulated, refurbished and equipped with a new buffet, which ensured that employees can now have their meals in a more comfortable environment.

At Kuranakh, a new 240-person dormitory containing 80 fully furnished and equipped rooms opened. Polyus also improved the catering conditions for its employees: a new canteen opened that offers meals three times a day primarily for Polyus Logistics employees, the existing canteen was refurbished and

new buffets opened at production sites. At Natalka, a new dormitory was commissioned for engineers and technical workers in 2024, which is designed for 236 people in double occupancy rooms.

For the future, several works have been planned to improve the social and living conditions of employees: build new canteens at Olimpiada and Blagodatnoye, upgrade the canteen and build a new supermarket at Natalka.

At Sukhoi Log, work on building the shift camp is underway. In the reporting year, workshops and the dining hall in the canteen at the Western site were refurbished, while in the next reporting year, six new dormitories and two canteens will be commissioned for the mill's construction workers and the mine site people.

In 2024, Polyus worked with DOM.RF JSC as part of a joint project to build two apartment blocks in Nizhny Kuranakh village in Yakutia. In early 2024, the first apartment block was commissioned, which contains 35 apartments with a total area of over 2,000 m². All apartments are equipped with modern furniture and household appliances. Finishing works were carried out in the second block comprising 85 apartments in the reporting year. Next year, employees will move into their apartments in the block. This project is part of Polyus' efforts to support highly skilled specialists who move to Kuranakh for work.

In the reporting year, further progress was achieved on the project for building social facilities at Nizhny Kuranakh. The Company has entered into a trilateral agreement with DOM.RF JSC and the developer

regarding shift camp construction. Three new dormitories and a large canteen are planned, and the works will start in 2025.

Polyus compensates its employees for all travel expenses to their place of work and place of rest between rotations. In 2024, the Company arranged charter trips to the place of work on the Irkutsk-Bodaibo route. This logistical solution is convenient for employees, as they no longer need to submit regular trip reports.

To improve efficiency and reduce the amount of reporting, the Company has centralized the business trip process for office employees and rotational workers. This system will be rolled out to include the option of purchasing tickets to the place of work and the place of rest between rotations.

Case study

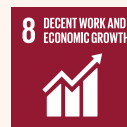
YANDEX SERVICES FOR TRAVELING TO PRODUCTION SITES

Polyus is improving its logistics services for employees. In 2024, the Company implemented a pilot project to use the Yandex Go platform at the Eruda, Olimpiada and Blagodatnoye production sites. Special products were developed based on the Yandex Go and Yandex Pro platforms that can only be used at the site. Employees requiring these services for production-related purposes can order taxis directly through their usual Yandex service. The routes are fixed on the mine's area and have been reviewed by Russia's Main Directorate for Traffic Safety (GIBDD), while the taxis are driven by Polyus Logistics employees. There are currently 13 taxis operating on the site. The service has also been launched at Natalka, Kuranakh and Verninskoye.

Office employees can also use Yandex Go when traveling for work-related reasons in Irkutsk, Magadan, Moscow and Krasnoyarsk.

Lesson learned

The system offers greater efficiency for vehicles and drivers working onsite because dispatchers that manually assign cars are not required. Polyus does not use its own resources for non-core activities. Further, online booking has reduced vehicle waiting times, and the overall efficiency of the Company's car fleet use has improved.



Polyus has increased the daily business trip allowance paid to employees and indexed the compensation of the cost of hot meals at each site. The Company intends to make it possible for employees to pay a deposit for meals at canteens, buffets and stores that will then be deducted from their salaries.

In addition, in the reporting year, Polyus started to centralize the processes for providing PPE to employees. At Olimpiada, a dedicated PPE warehouse-store was set up in 2024, which improved the speed and quality of employee services. In 2025, a centralized warehouse is planned for Blagodatnoye. At Kuranakh, a contractor has already organized the full outsourcing process. The Company also plans to install vending machines for employees to get consumable PPE. As part of this project, the Company intends to optimize the accounting of special protective clothing and significantly reduce the time employees spend dealing with these issues.

In its offices, Polyus also provides conditions that meet the needs of today's society and green office principles. The Company has Class A offices in Krasnoyarsk and Moscow, and another office is being built in Irkutsk. In Polyus' current offices, there is a separate waste collection that includes the collection of special waste categories, such as batteries. Where possible, Polyus purchases resource- and energy-saving products and equipment, such as light bulbs with motion sensors. In 2024, the Company purchased high-strength textiles for its production sites that have greater durability and longer service life, which lowers the environmental impact. In addition, more environmentally friendly laundry detergents have been approved for procurement. The Company intends to replace all its textiles with high-strength professional textiles.

Polyus collects and analyzes best practices in order to develop a standardized approach to its organizational environment, including to the green office. Employees support the Company's environmental policy and actively participate in voluntary Saturday cleanup days, which have become a tradition at production sites.

Promoting a healthy lifestyle among employees

Polyus actively supports its employees in their healthy lifestyles and organizes sports events and health programs.

The sports infrastructure at the Company's assets meet all the latest standards: all production sites have sports facilities, and dormitories are equipped with gyms for employees. The cultural and sports complexes at the assets have new sports equipment, halls for various sports and table tennis, and recreation rooms for relaxing after training sessions. The shift camps host illuminated winter skiing routes, skating rinks and outdoor stadiums. At several business units, employees can go to the swimming pool once a week.

The Company's employees are actively involved in sports events. Sports ambassadors help their colleagues to maintain an active lifestyle and suggest initiatives to develop the sports infrastructure and

programs. Production sites regularly host sports competitions and tournaments for various sports between the employees of Polyus' assets.

Polyus also continues to support external sports events, such as the Zhara Half Marathon in Krasnoyarsk. The opening and closing

of the running season were held in the regions of the Company's operations and running training sessions were organized. In the reporting year, 50 Polyus employees and their families participated in running events over various distances. The Company intends to hold its Corporate Sports Days in 2025.



Occupational health and healthcare services

GRI 403-3

GRI 403-6

GRI 403-10

GRI 14.16.4

GRI 14.16.7

GRI 14.16.11

MED 28

In 2024, Polyus merged its Medicine and Labor Center and Group for the Special Assessment of Labor Conditions into the single Directorate for Medicine and Labor Conditions (SSC). This governance model is more efficient because it enables the Company to analyze and make improvements to the health of its employees based on the impact of negative industrial factors at work places.

The Directorate for Medicine and Labor Conditions is regulated by the following documents:

- Occupational Health Standard
- Regulations on Special Assessment of Labor Conditions
- Regulations on Monitoring Labor Conditions

To maintain and improve the overall health of its employees, Polyus implemented the following measures in 2024:

- First-aid stations were refurbished and additionally equipped at Verninskoye, Natalka and Kuranakh.
- Dentist offices and pharmacies were opened at Natalka and Verninskoye.
- Employees and contractors were vaccinated against flu, pneumococcal disease, tick-borne encephalitis, measles, A and B hepatitis and other diseases.
- A project for the prevention and treatment of locomotor system diseases of Polyus Logistics drivers was launched.

The Company continuously works to ensure the treatment and prevention of chronic diseases; physicians treat employees with chronic diseases at business units and deliver regular educational activities.

In addition, Polyus works to help those employees who suffer from frequent and long-term diseases. The Company's top executives are actively involved in this work as part of the leadership's personal commitments. Polyus helps these employees to receive the necessary healthcare under the program of additional or mandatory medical insurance, accident insurance or quotas as part of the government guarantees program.

Polyus strives to ensure that employees are informed about all possible treatment options available under voluntary medical insurance and seek medical aid. For this purpose, the Company's contractor conducted field consultations for Polyus employees on sites and responded to their questions.

In addition to voluntary medical insurance, the Company provides accident insurance for its employees. This type of insurance covers costs in the event of injuries or diseases that are not covered by the voluntary medical insurance program. In the reporting year, the Company helped employees who had sustained injuries or other harm to their health to obtain the required payments under the accident insurance.

Payments to employees related to accidents, injuries and critical diseases amounted to \$529 thousand in 2024.

Polyus continues to develop health resort treatment for its employees of preretirement and retirement age. In 2024, the Company spent \$648 thousand on health resort treatment for this category of employees.

The Company's employees can receive healthcare in sanatoriums in Altai Territory, Bashkortostan, Krasnodar Territory and other regions. In 2024, 260 Polyus employees of preretirement and retirement age and their family members received health resort treatment. The Company conducts surveys at the beginning of the year and selects health resort destinations based on this feedback from colleagues.

The SMARTmed project has been in place in the Company for several years. The project's objective is to create a system for continuous monitoring of the health of employees throughout their professional life. In 2024, the project was rolled out to Polyus Aldan and Polyus Logistics. It has enabled the Company to standardize its approach to selecting healthcare contractors. Polyus can arrange medical examinations anywhere in Russia through its contractor. This makes it possible to optimize the process for collecting documents and improve the quality of medical examinations.

Polyus focuses its efforts on the prevention, identification and treatment of occupational diseases. Medical examinations conducted in 2024 verified eight preliminary diagnoses for employees, with seven of them being neurosensory hearing loss. The final diagnosis regarding the relationship between the identified disease and the employee's occupation is delivered after the investigation. This is the responsibility of medical institutions. To prevent occupational diseases, the Company develops measures to identify hazardous factors and reduce their impact. The special assessment of labor conditions showed that the percentage of employees working in harmful and/or hazardous labor conditions decreased from 52 to 49% compared to the previous year. This was accomplished by taking measures such as the high-quality preparation of input data, verification of measurement points, changes to the production process and the introduction of breaks in work shifts. For instance, fixed welding points with exhaust hoods were purchased to remove toxic aerosols from the air of the welders' working zone.

When an employee shows initial symptoms of a disease, Polyus gives them the opportunity to transfer to a different place of work that does not have harmful factors that affect their health.

The results of the internal survey regarding satisfaction with the work of the Medicine and Labor Conditions Directorate (average score of 4.74 out of 5¹) are evidence of the high quality of the services provided.

¹ The average score is based on three criteria:
success – degree to which clients' goals can be achieved, to what extent the result meets the expectations;
effort – difficulty or ease in achieving their goals, in achieving the desired result;
emotions – clients' feelings when engaging with the service.

Volunteering programs

Volunteering plays an important part in the Company's corporate culture. Polyus has set itself several priority areas for implementing volunteer initiatives based on the provisions of the internal Charity and Sponsorship Policy.

The Company's volunteering areas include:



HELPING CHILDREN



SPORTS



HELPING ANIMALS



SKILLS-BASED VOLUNTEERING



DONATING BLOOD



ENVIRONMENTAL ACTIVITIES

Polyus partners with charities and non-profit organizations, including as part of corporate volunteering projects. The Company regularly informs its employees about volunteering opportunities and uses internal communication channels to tell them about the results of such projects. Corporate volunteering has helped build a community of proactive people within the Company who are involved in pressing social and environmental issues. In 2024, the Company held its annual grant competition for projects in Nature, Volunteering, Sports and Healthcare, Education, Culture, Territory Development and Supporting Vulnerable Communities. The expert panel reviewed the effectiveness of the proposed projects, their viability and uniqueness based on eight criteria. The board members noted that all projects taking part in the competition were socially significant and relevant.

One of the winning projects in the Sports and Healthcare category, Taming the Off-Road, was fully implemented by a Polyus employee and received a grant of \$2,484. Other Company employees participated as team members in projects supported by Polyus

Fund: A documentary on the nature of Bodaibo land, IgroLab game development laboratory, Library-Museum of Cherished Objects, etc. Total support provided for the employees' projects amounted to over \$60.5 thousand. The Company's employees also participated in projects completed by individuals for a total amount of \$8,577.

Risks

Increased competition for highly skilled personnel, including technical experts, is one of the most significant risks that Polyus has identified for the Company's sustainable development.

The shortage of highly skilled personnel has a negative impact on labor productivity and may result in higher expenses and production costs for the Company. Polyus' HR strategy includes mitigating this risk. Polyus is taking steps to reduce its dependency on the skill level of new hires, increase labor productivity and lower the need for labor through higher process automation and robotization.

The Company pays close attention to protecting its management pool; it conducts programs to prepare succession for key positions and to develop middle and line management. Polyus develops its internal expertise through targeted module programs. The Company also focuses on developing its corporate culture and increasing employee engagement, including by ensuring high-quality social and living conditions for its employees.

In addition, the Company adapts its approaches to personnel recruitment, develops cooperation with relevant educational institutions and builds comprehensive programs for training and retraining workers. The Company seeks to retain its key personnel by increasing engagement and using financial and non-financial incentives.

Polyus implements comprehensive initiatives to increase its organizational efficiency, including projects for improving current IT systems for HR data management.

#VOLUNTEERING

Metrics and goals

Goals and achievements in 2024

GOAL	2024 PROGRESS	STATUS
Continue working on centralization and organizational changes for the HR structure	Organizational changes were made in terms of HR management: the Social and Office Infrastructure Management and Development Department and New Office Infrastructural Facilities Construction Department were formed	In progress
Develop IT solutions for HR	Dashboards were developed for HR analytics on piece-rate payments. The use of digital HR services, such as the personal account, increased among employees. Further digitalization of HR management is planned	In progress
Develop a roadmap for increasing employee engagement across all business units and ensure its consistent delivery	The results of the engagement study were analyzed across all Polyus business units, and roadmaps were developed to increase engagement. As part of the delivery of these activities, the Polyus Talks concept was implemented in 2024 aimed at developing communication and the culture of open dialog	Achieved
Select and train employees as part of early hiring programs with the assistance of the Polyus Talent Pool	In 2024, Polyus Talent Pool started selecting employees with proactive training to meet the future needs of the Company's hard rock business units	Achieved
Continue developing corporate training programs, including the modular program, rotation and internship program and comprehensive expertise improvement program	The Company expanded its modular program for the training of middle operational management, continued implementation of the rotation and internship program and its comprehensive expertise improvement program	In progress
Continue implementing projects aimed at providing employees with new dormitories and social facilities, etc.	In 2024, a new dormitory was commissioned at Kuranakh, a new apartment block was commissioned for Polyus employees that was built together with DOM.RF, canteens and bakeries were upgraded at Olimpiada and Blagodatnoye, Verninskoye, etc.	In progress
Roll out health improvement programs for preretirement age employees to all business units	Polyus continues to develop health resort treatment for its employees of preretirement and retirement age	In progress
Complete fitting out the dental offices at Verninskoye, Natalka and Sukhoi Log	In 2024, dental offices opened at Verninskoye and Natalka	In progress

Personnel composition and social and cultural diversity

GRI 2-7 GRI 401-1 GRI 405-1 GRI 14.17.3 GRI 14.21.5 MED 25

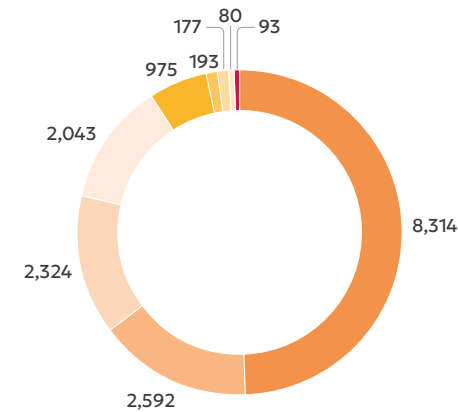
In 2024, Polyus' average headcount was 16,949, a 18% decrease on 2023. The headcount changes between the reporting periods are due to the divestment of the Alluvials asset. As of the end of 2024, the Company had 16,791 employees.

The majority of employees — 50% (8,314 people) — are employed in Krasnoyarsk Territory, where the Company's largest production assets, Olimpiada and Blagodatnoye, are located. Krasnoyarsk Territory is followed by Irkutsk Region, which has a 15% share of employees (2,592 people).



GRI 2-7

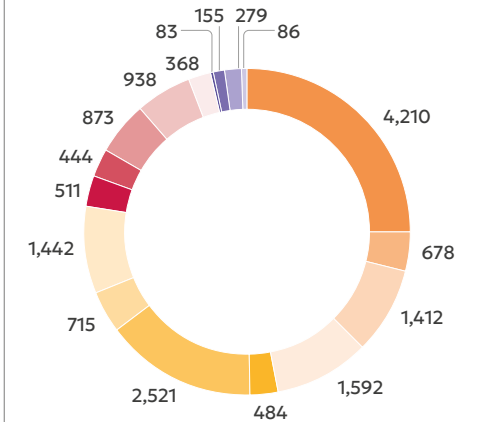
Employees by region¹, people



- Krasnoyarsk Territory
- Irkutsk Region
- Magadan Region
- Republic of Sakha (Yakutia)
- Moscow
- St. Petersburg
- Khabarovsk Territory
- Buryatia
- Other

GRI 2-7

Employees by asset², people



- Olimpiada and Blagodatnoye
- Verninskoye
- Kuranakh
- Natalka
- Sukhoi Log
- Polyus Logistics
- Polyus Schit
- Polyus Stroi
- Polyus Project
- Power Group
- HQ
- Shared Service Center
- Polyus Digital
- Polyus Geoservice
- Chulbatkan
- Polyus Talent Pool
- Bodaibo Airport

¹ Here and elsewhere, employee data is presented as of the end of 2024, unless specified otherwise.

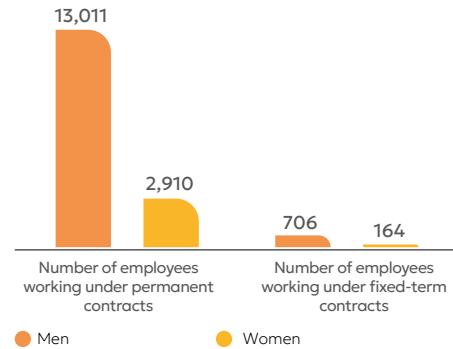
² As of April 2024, the Alluvials asset is no longer part of Polyus group.

The majority of the Company's employees are on permanent employment contracts (94.8%), and 5.2% are on fixed-term employment contracts. Most employees are employed on a full-time basis (99.7%), while only 0.3% are employed on a part-time basis.



GRI 2-7

Number of employees working under permanent and fixed-term contracts by gender, people



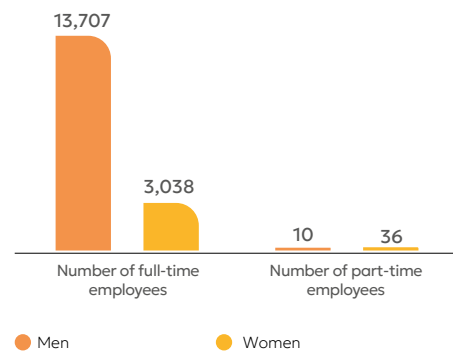
GRI 2-7

Number of employees working under permanent and fixed-term contracts by region, people



GRI 2-7

Number of full- and part-time employees by gender, people



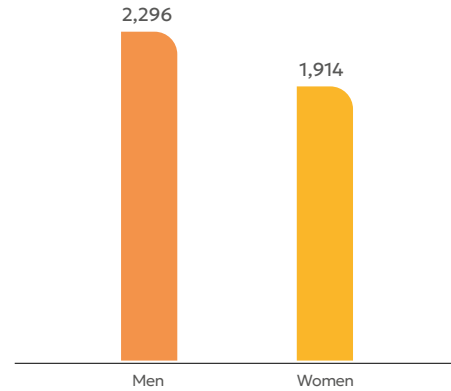
GRI 2-7

Number of full- and part-time employees by region, people

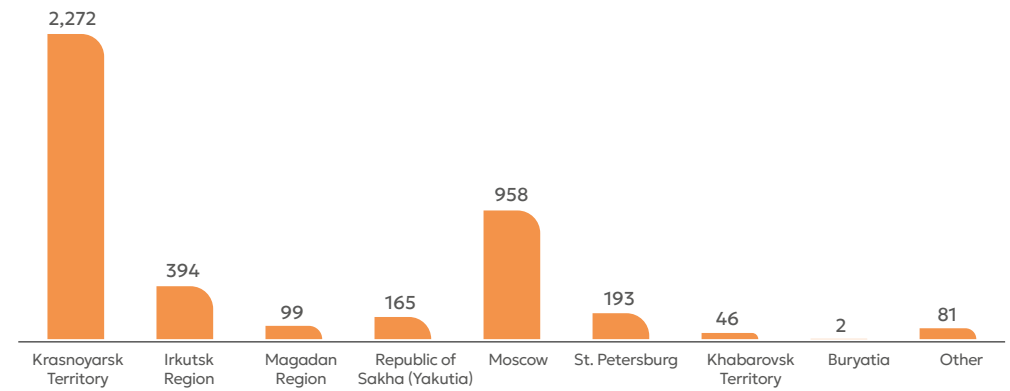


At Polyus, working hours are limited to 40 hours per week (or 60 hours including overtime). The Company pays its employees for overtime at a higher rate. As of the end of 2024, 25.1% of employees had open-ended working hours, including 16.7% for men and 62.3% for women. This gender difference in the percentage of employees with open-ended working hours is because the number of women exceeds the number of men among managers, specialists and workers who have open-ended working hours, while the overall percentage of women in the Company is lower than the percentage of men.

Number of employees with open-ended working hours by gender, people



Number of employees with open-ended working hours by region, people



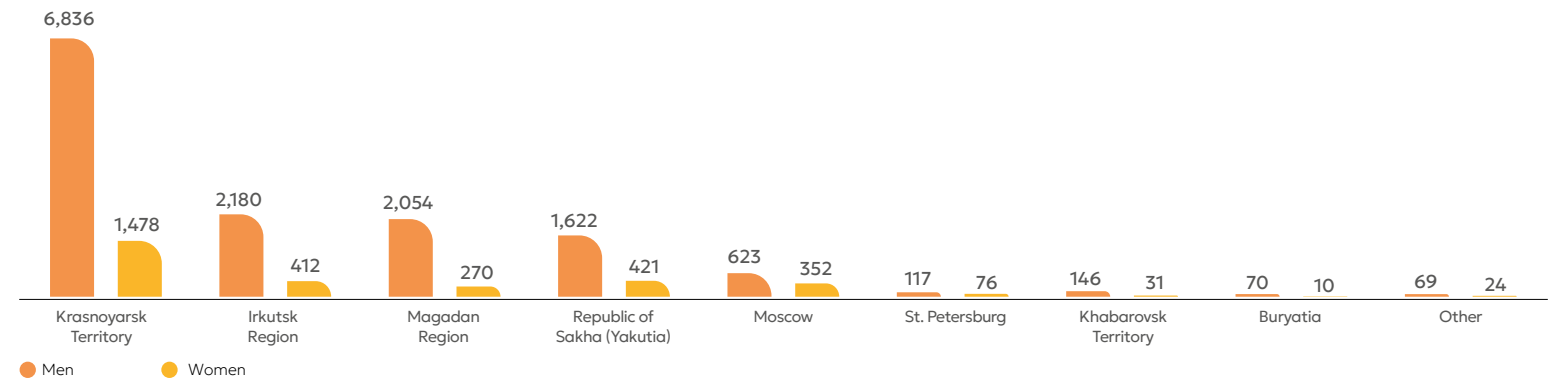
GRI 2-7

GRI 405-1

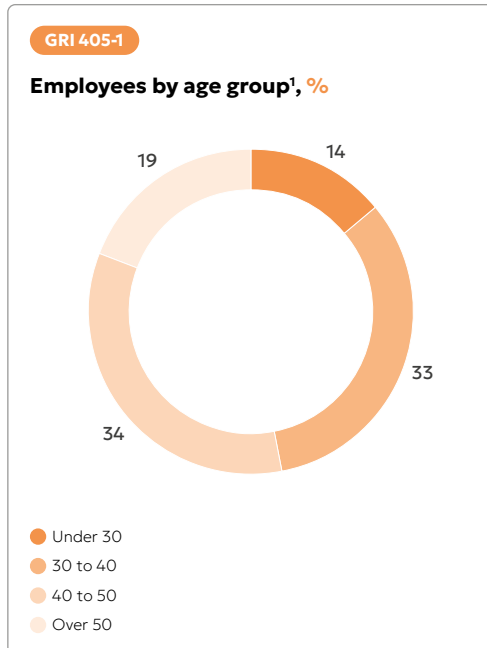
By focusing on the social and cultural diversity of its staff, the Company is able to take into account various opinions and make effective decisions. Due to the specific features of professions and hiring in the mining industry, most of Polyus' employees are men (13,717, or 82%). The number of women was 3,074 (18%), and the percentage of women was highest in Moscow and St. Petersburg.

GRI 2-7

Employees by gender and region, people



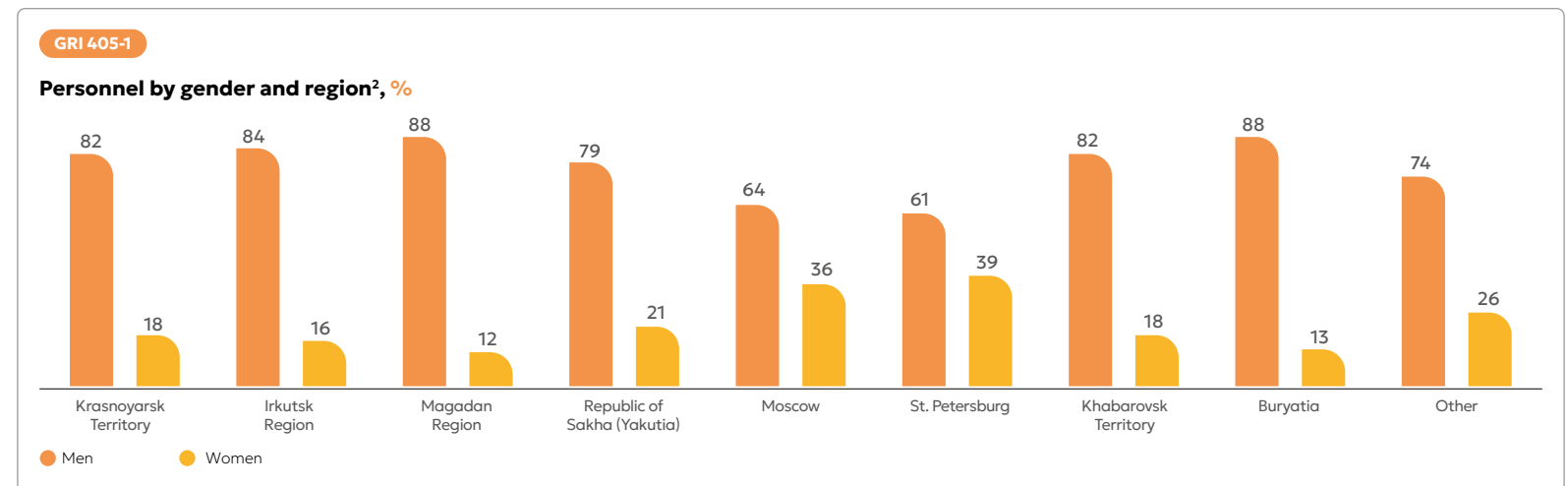
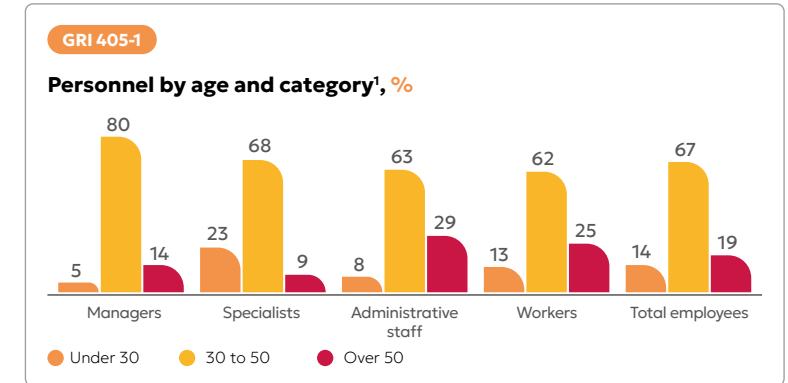
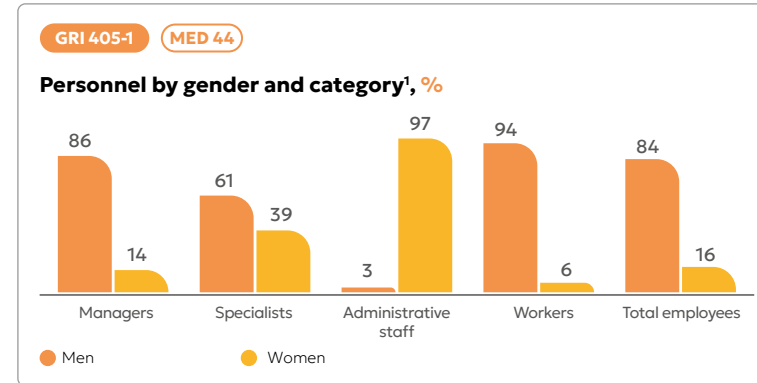
Polyus has zero tolerance to any age-related discrimination against employees. Due to the specific features of the Company's activities, in 2024, most employees were aged 40 to 50 (5,690 people), while employees under 30 accounted for the smallest share (2,479 people).



Due to the specific features of the gold mining industry, most of the Company's employees are workers (55%). As of the end of the reporting

year, Polyus employed 2,531 managers, 4,974 specialists, 45 administrative staff and 9,241 workers. All categories of employees include various

age groups and both genders. Polyus employs 39 people with disabilities and 198 employees of retirement age.



¹ Based on the average headcount for 2024.

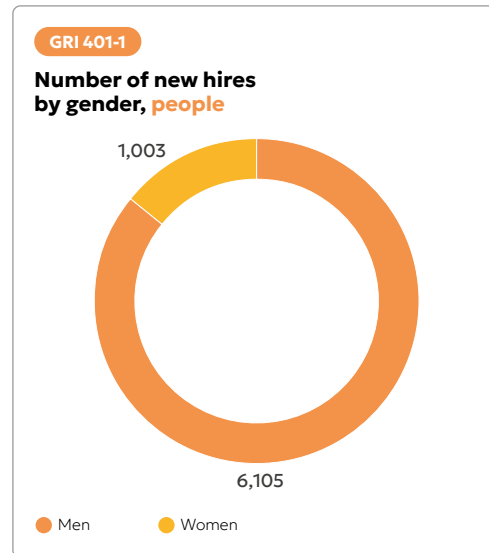
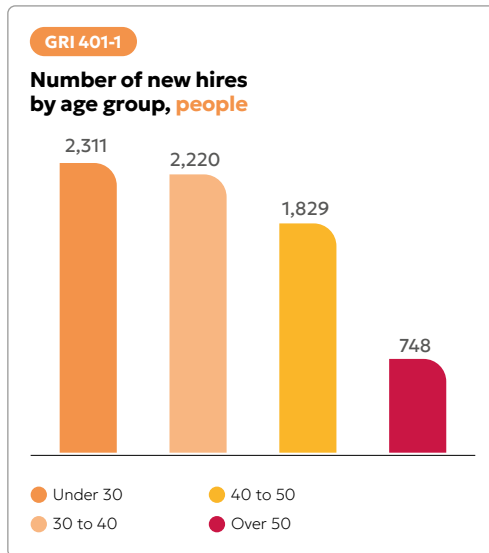
² Based on headcount as of the end of 2024.

Staff recruitment and retention

GRI 401-1 MED 33

In 2024, Polyus group hired 7,108 people. Most of the new hires were men (86%), while in terms of age, groups most candidates were aged 30 to 40

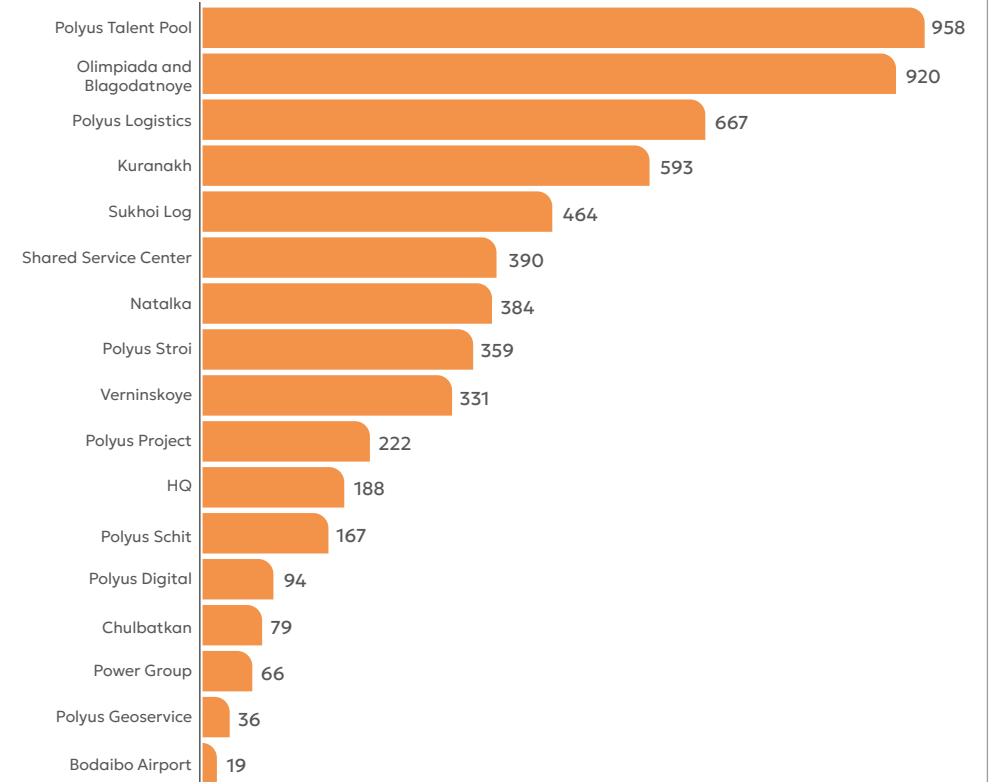
(33%). The largest number of employees were hired at the Company's hard rock business units — Olimpiada and Blagodatnoye, and Polyus Logistics.



¹ Data for the Alluvials asset is not shown on the chart because the asset was divested from Polyus group as of the end of 2024. New hires for the Alluvials asset were 1,171 in 2024.

GRI 401-1

Number of new hires by asset¹, people



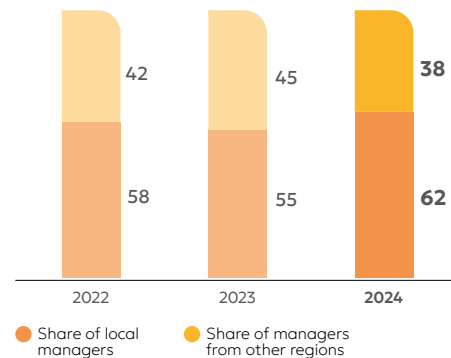
The Company's hiring costs amounted to \$901 thousand in 2024, or 14% down year-on-year.

GRI 202-2

GRI 14.21.2

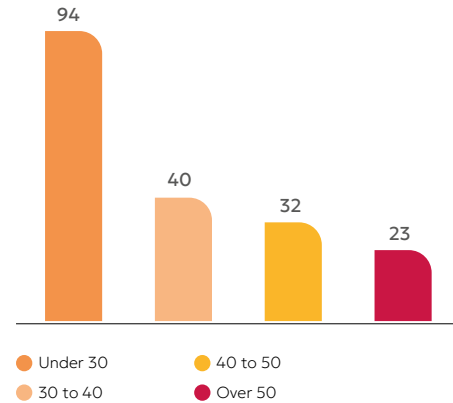
When selecting its employees, the Company gives priority to candidates from local communities¹, including for management positions. However, Polyus sets high requirements for the level of skills and experience of its new hires, and if no relevant candidates can be found among local residents, the Company will consider candidates from other regions. In 2024, 62% of managers were from local communities.

Share of managers recruited locally, %



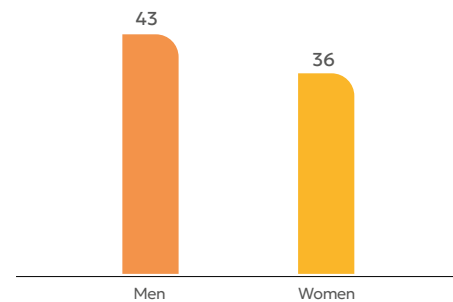
GRI 401-1

Ratio of new hires to headcount by age group, %



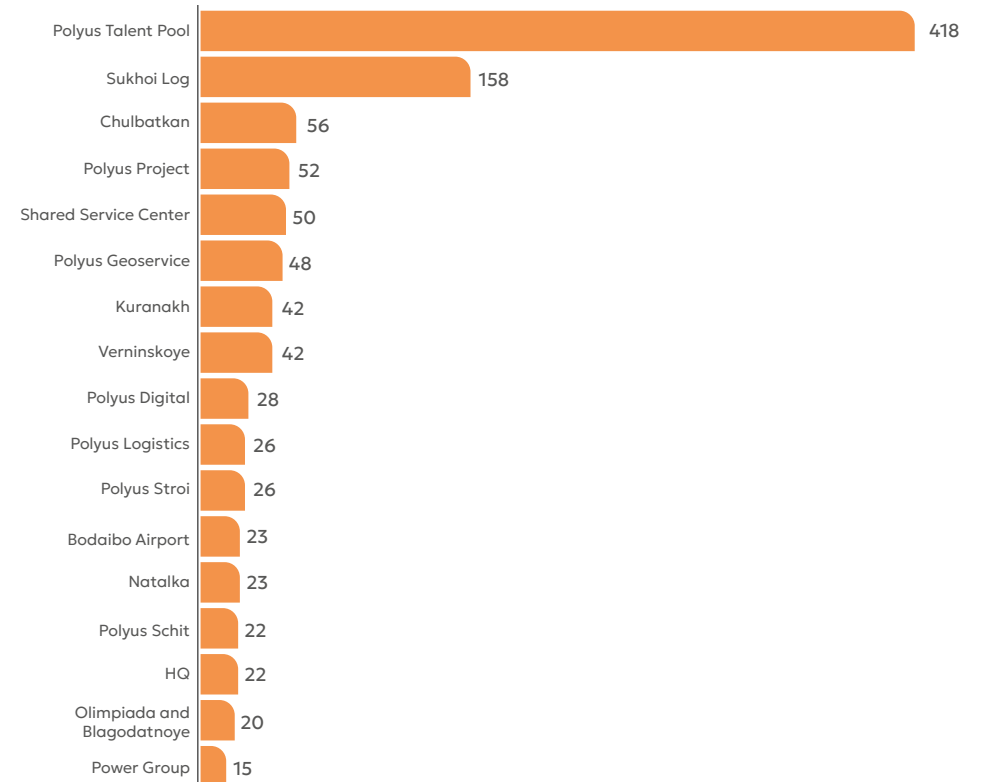
GRI 401-1

Ratio of new hires to headcount by gender, %



GRI 401-1

Ratio of new hires to headcount by asset², %



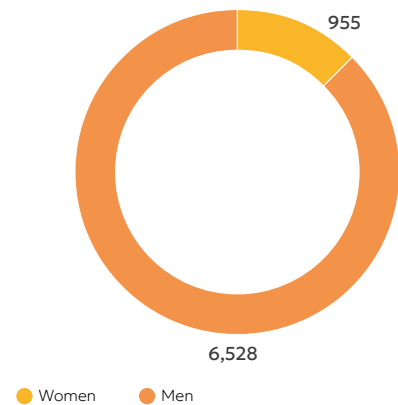
¹ Workers from local communities are employees who are permanent residents in the entity of the Russian Federation where the business unit is located.

² Data for the Alluvials asset is not shown on the chart because the asset was divested from Polyus group as of the end of 2024.

Polyus pays close attention to staff retention and working with employees who leave the Company. In 2024, the voluntary turnover rate stood at 23.3%, which is up 1.3 ppt vs. 2023. This change is due to some specific features of the labor market. The voluntary turnover rate was 20% for women and 24% for men. The highest turnover rate (38%) was recorded for employees under 30. Employees over 50 had the lowest turnover rate (13%).

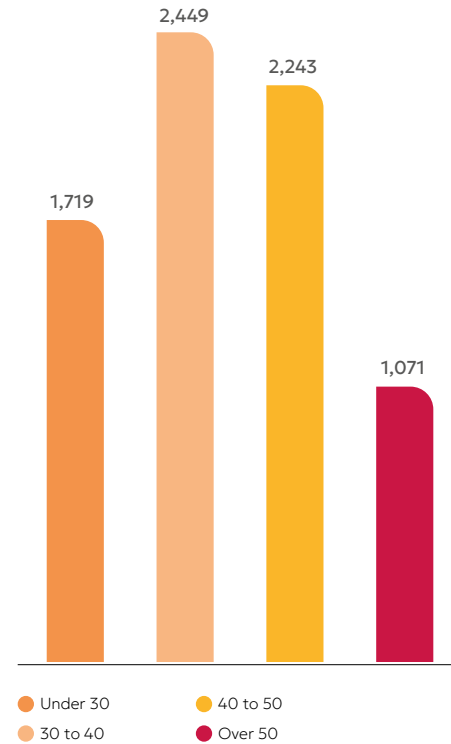
GRI 401-1

Employee turnover by gender, people



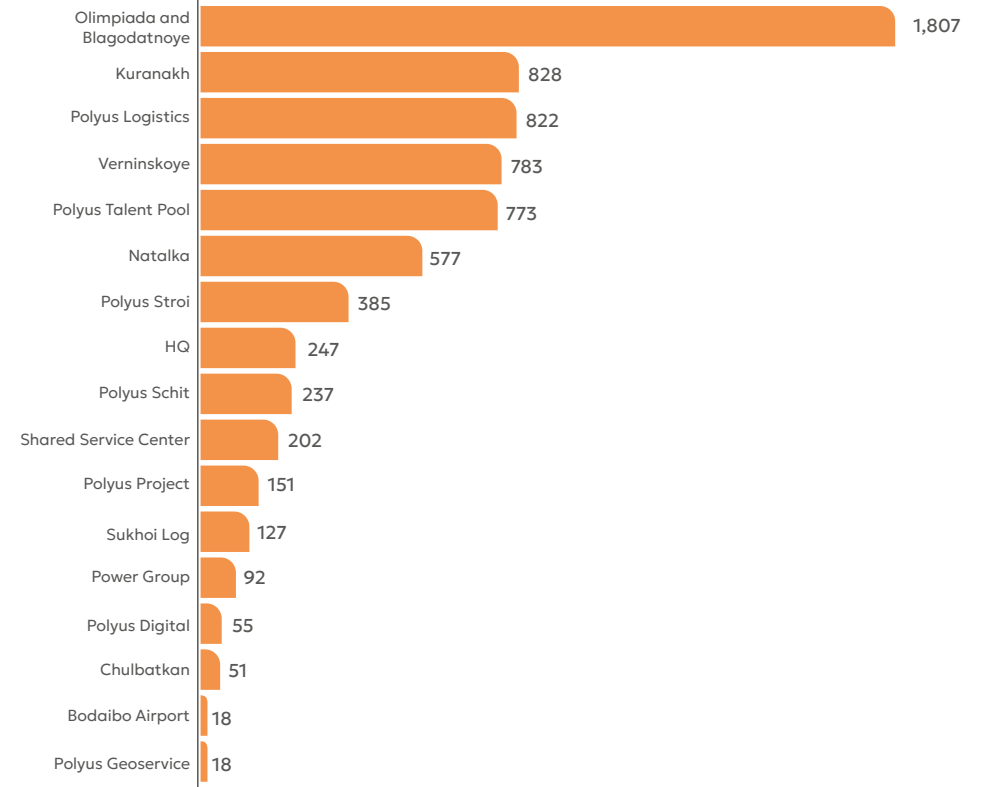
GRI 401-1

Employee turnover by age group, people



GRI 401-1

Employee turnover by asset¹, people



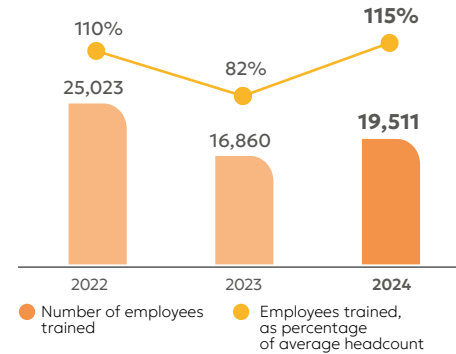
¹ Data for the Alluvials asset is not shown on the chart because the asset was divested from Polyus group as of the end of 2024. Employee turnover for the Alluvials asset was 310 people in 2024.

Talent development and boosting employee motivation

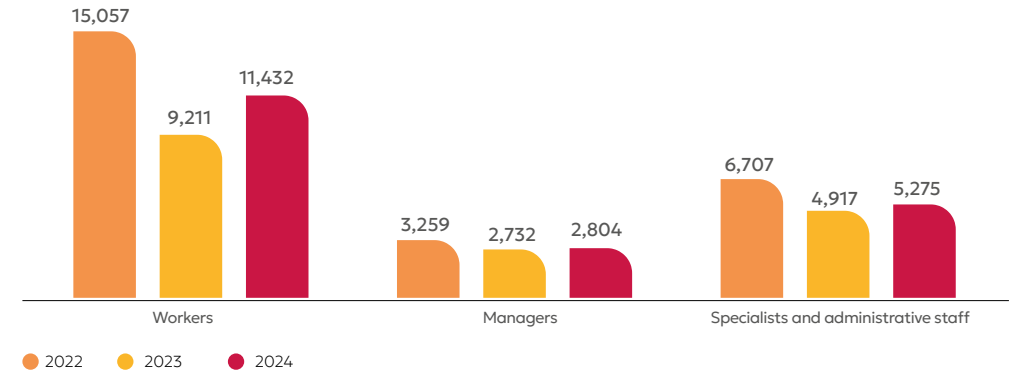
GRI 202-1 GRI 404-1 GRI 405-2 GRI 14.17.2
GRI 14.17.7 GRI 14.21.4 GRI 14.21.6 MED 24
MED 30 MED 31

In 2024, 19,511 employees completed training in the Company, which is 16% higher than in the previous year. This increase is due to the Company restarting remote training, which was suspended in 2023. The average annual training time per employee was 94 hours (104 for men and 43 for women), an increase of 58% vs. 2023. Training costs amounted to \$3.37 million or about \$183 per employee.

Number and percentage² of employees trained, people

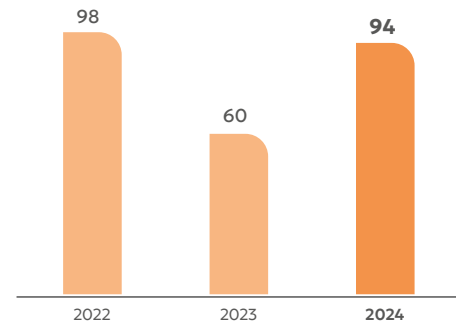


Number of employees trained by category, people



GRI 404-1

Average hours of training hours per employee¹, hour



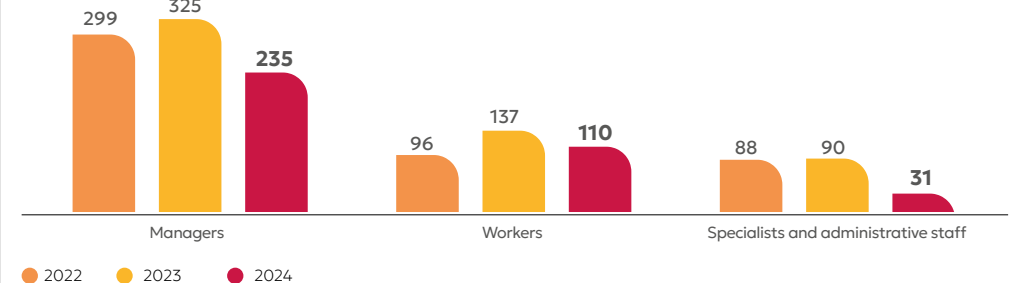
GRI 404-1

Average hours of training per year, hour



Polyus' training programs are also aimed at developing its internal talent pool. As of 2024, the talent pool included 376 employees.

Corporate Talent Pool



¹ Here and elsewhere, the average hours of training per year is calculated based on the average headcount.

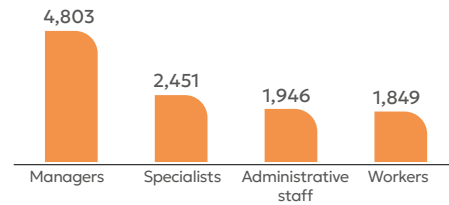
² Based on the average headcount. The percentage exceeds 100% because the number of employees trained includes those who have left the Company.

Polyus maintains a competitive level of salaries for its employees at the market level or higher, and salaries are regularly indexed and reviewed. In all business units, the entry-level salary exceeds the minimum rates in that region.

In 2024, the average salary across the Company was \$2,458. Polyus ensures that all its employees have equal opportunities for career growth and fair remuneration, regardless of their gender and age. In 2024, the Company's remuneration expenses amounted to \$498 million.

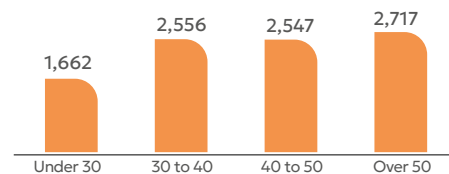
MED 26

Average wage by category, \$



MED 26

Average salary by age, \$



MED 26

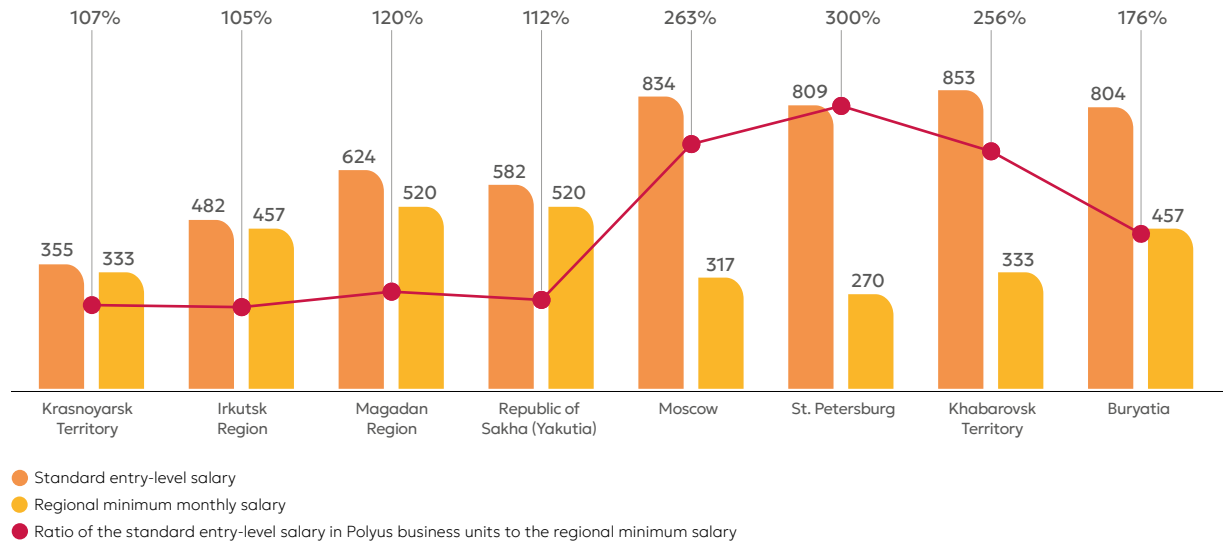
Average wage by gender, \$



GRI 202-1

GRI 14.17.2

Standard entry-level monthly wage at business units vs. regional minimum rates¹, \$

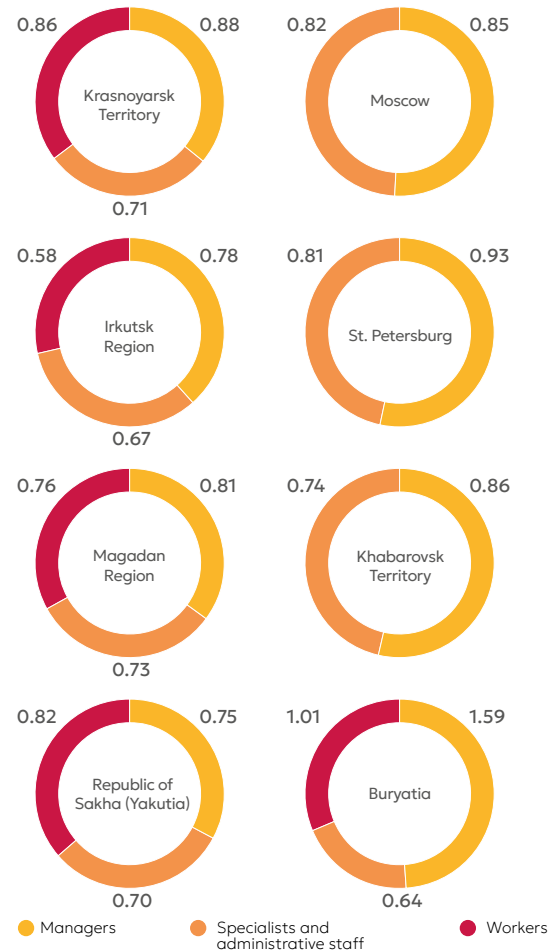


#SALARY

¹ The statutory minimum salary under the laws of the region where the corresponding business unit is located. If no statutory minimum salary is set for the region, the federal minimum wage (Russia) is applied. The statutory minimum salary is shown as of the end of 2024.

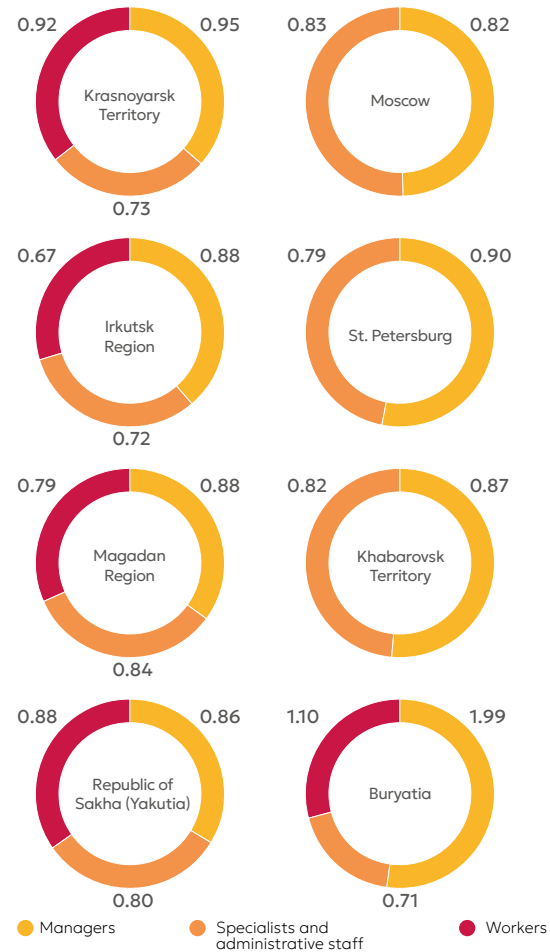
GRI 405-2

Ratio of the base salary of men and women by region and category



GRI 405-2

Ratio of average salary for women and men by region and category



Plans for 2025 and the medium term

- ✓ **HOLD A SERIES OF CORPORATE EVENTS: YOUTH CONFERENCE, CORPORATE SPORTS EVENT, PROFESSIONAL SKILLS COMPETITION**
- ✓ **USE THE ADVANCED RECRUITMENT SYSTEM FOR FUTURE POLYUS PROJECTS**
- ✓ **CONTINUE TO IMPLEMENT PROGRAMS AIMED AT TRAINING MANAGERS AND IMPROVING THE INTERNAL EXPERTISE OF EMPLOYEES**
- ✓ **DEVELOP THE EMPLOYEE DIGITAL SKILLS MAP AND START DIGITAL COMPETENCIES TRAINING**
- ✓ **DELIVER THE ANNUAL REVENUE RESTRUCTURING PROJECT**
- ✓ **DEVELOP THE MOTIVATION SYSTEM FOR DESIGN SPECIALISTS DUE TO THE LARGE-SCALE DESIGN WORK FOR SUKHOI LOG**
- ✓ **DEVELOP FORECAST ANALYTICS AND OTHER DIGITAL TOOLS FOR HR MANAGEMENT**
- ✓ **COMMISSION SOCIAL INFRASTRUCTURE FACILITIES: APARTMENT BLOCK AT NIZHNY KURANAKH, DORMITORIES, CANTEENS, ETC.**



#WORKATPOLYUS

Capital

- Human capital
- Production capital

Stakeholders

- Shareholders, lenders and bondholders
- Local and indigenous communities
- Media
- Suppliers
- Government and regulators
- Employees and contractors
- NGOs and industry organizations

UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS



OCCUPATIONAL HEALTH AND SAFETY

119 Contractor management

119 Improving the safety culture

120 Injury prevention

121 Health and safety training

123 Road safety

124 Emergency prevention

126 Occupational injury rates

128 Occupational disease rates

128 Incident rates

128 Road traffic incident rates

129 Plans for 2025 and the medium term

0.50

total recordable injury frequency
rate (TRIFR)

\$11.9 mln

health and safety costs

0 emergency situations¹

Material topics

PRIORITY 1

- Workplace health and safety

PRIORITY 2

- Emergency preparedness

Key events

- ISO 45001:2018 certification
- The Process Equipment Diagnostics Department was set up in the Management Company
- The contractor pre-qualification procedure was modified
- Emergency response operations guidelines were drawn up
- The mandatory HSE training and competence assessment process was centralized
- Golden Safety Rules were revised

¹ The term "emergency situation" is used as defined in the industrial safety laws of the Russian Federation.

Management

GRI 3-3 GRI 403-1 GRI 403-2 GRI 403-4
GRI 403-8 GRI 14.16.1 GRI 14.16.2 GRI 14.16.3
GRI 14.16.5 GRI 14.16.9 **MED 27**

Polyus applies a systematic approach to health and safety. In essence, this approach involves identifying, analyzing and effectively managing risks that can result in injuries, emergency situations and incidents. The Company focuses on occupational health and safety (H&S) issues at all levels, from strategies to operations.

The vertically integrated Health, Safety and Environment (HSE) Management System in place at Polyus is designed to ensure a safe working environment and prevent potential emergencies and accidents at all business units. The system was developed in accordance with the requirements of national laws, voluntary initiatives and best international practices. The Health, Safety and Environment Policy is Polyus' primary governing document in this area.

In 2024, the Company confirmed the compliance of its HSE Management System with ISO 45001 and ISO 14001 requirements¹. Sukhoi Log was certified for compliance with the international standards for the first time in the reporting period.

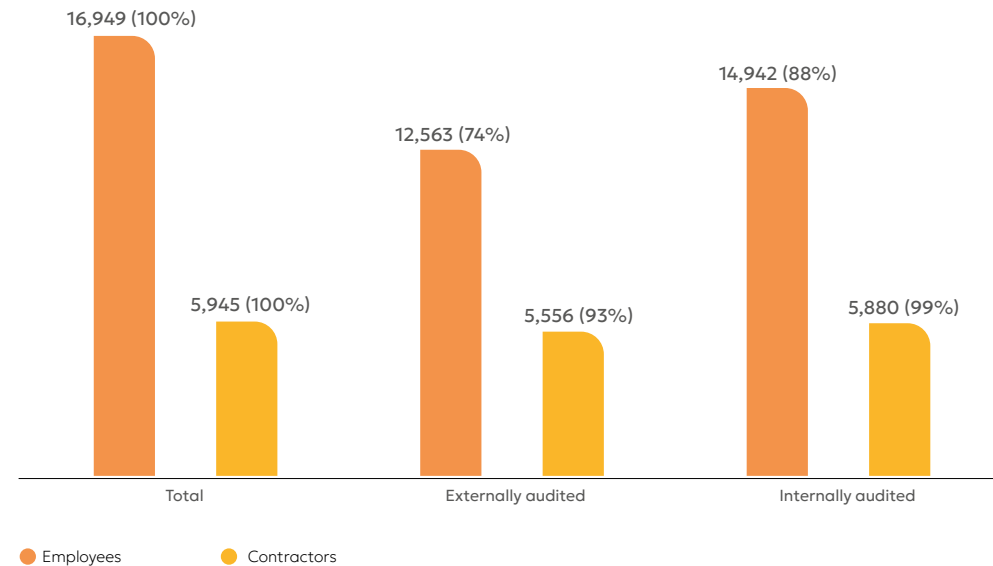
Polyus conducts annual internal and external audits to determine the extent of compliance of the Company's business with the requirements of the law and national and international standards. Recommendations given following the audits are issued to all the Company's assets.

In the reporting year, the Company's Internal Audit Department completed monitoring and preventive actions at Polyus Aldan and Polyus Verninskoye. The audits provide the ability to identify non-compliances and receive feedback from the management of business units regarding the improvement of health and safety processes.

Polyus uses a dynamic approach to developing an organizational structure and management functions focused on the Company's goals and changes in the external environment. There were no significant changes in the H&S Management System during the reporting period.

The Department of Integrated Support for HSE Business Processes (the Department) is the key HSE-related supervisory authority. Its functions include risk management, contractor safety, road and passenger air travel safety, the development of the safety culture and training system, incident investigation, inspection and audit management and HSE-related automation and communication processes. Some of the Department's executive functions related to health and the provision of personal protective equipment (PPE) are assigned to the HR and Organizational Development unit.

HSE management system coverage in 2024



#HEALTHANDSAFETY

¹ The certificate covers the following subsidiary companies: Polyus Magadan, Polyus Krasnoyarsk, Polyus Project, Polyus Verninskoye, Polyus Aldan, Polyus Sukhoi Log.

In 2024, the Occupational Health and Safety Steering Committee was renamed the Health, Safety and Environment Committee (HSE Committee). Its primary objective is to immediately respond to any HSE-related issues that arise in the Company. The main issues addressed by the top management and HSE Committee in the reporting year were related to the findings of external and internal audits and accident investigations.

In 2024, Polyus' key expenditure items were associated with the provision of PPE, conducting industrial safety expert reviews and implementing emergency response projects. As of the year end, the Company had spent \$11.9 mln on health and safety activities, which is 17% less than in 2023. Average costs per employee were \$703. To improve the efficiency of the processes and reduce operating costs, the Company began to introduce three-year contracts for key areas: special workplace environment assessment, external audits and industrial safety expert review.

The Company's business involves the operation of hazardous production facilities. Industrial safety management ensures the safety of these facilities and monitors production processes and operation of the Company's sites in terms of fire safety, civil defense and emergencies.

Since 2023, the Company has been consistently optimizing some processes to improve equipment safety. Polyus implemented the following measures in the reporting year:

- The Process Equipment Diagnostics Department was set up in the Management Company. It provides guidance for technical diagnostics and participates in inspections in non-routine situations.
- The primary equipment and mining vehicles procurement process was changed. Even before procurement, staff from HSE Directorates monitor compliance with the safety requirements for the equipment.

The H&S Center was established under the Shared Service Center (SSC), to which routine operations of mandatory HSE training and competence assessment functions and contractor safety functions were delegated¹. Two new functions were established: the Balance Business Center² Health and Safety Team in Krasnoyarsk and the Industrial Safety Standardization Team. With routine operational functions assigned to the Center, employees at business units will have more time to spend addressing the tasks that require presence at production sites.

During the reporting period, there were 16 internal audits at seven business units in Polyus, covering 21 hazardous production facilities. In addition, the Company developed and implemented activities that have resulted in a reduction in the hazard class of Polyus Krasnoyarsk Mill 4 gold recovery plant from I to III.

In 2024, the Company conducted dedicated audits of class IV hazardous production facilities to ensure that the sites comply with legal and internal requirements. Following these audits, the Company developed generic guidelines to be followed when providing lifting facilities to third-parties, as well as a guide on the safe use of loose lifting accessories.



¹ This event is significant for the Company outside the reporting period.

² The Balance Business Center accommodates the Company's offices.

Contractor management

GRI 403-2

GRI 14.16.3

Contractors are actively involved in Polyus' production processes, so the Company considers very carefully who it awards contracts to and focuses on the contractor's H&S performance. Polyus complies with all requirements of Russian HSE laws and expects its contractors to take the same serious approach to the safety of all production processes. The requirements for contractors are defined in the Contractor Engagement on HSE Issues Standard and in its associated guidelines. In addition, each contractor is issued an HSE note containing the Company's rules and requirements in electronic format.

In 2024, Polyus changed the Contractor Pre-Qualification Procedure to improve management processes and optimize labor costs. Now, only the final bidder is evaluated as part of the bidding procedure. The procedure is conducted by the SSC according to the approved checklist. The Company has revised the qualification criteria for some points and reduced the list of questions by half. The questionnaire now only captures the key topics that directly impact work safety.

To optimize its work with contractors, the Company has extended the contractor safety rating to all business units. For instance, if a contractor has provided services successfully and without incidents at any of Polyus'

assets, they can subsequently be admitted to other business units following a simplified procedure. The rating helps the Company understand the dynamics of the development of the safety culture in a particular contractor organization.

The Company does not require repeat certification if contractors have successfully passed technical evaluation and have been previously admitted to work. This helps free up SSC human resources.

Polyus encourages its contractors to take preventive actions in order to prevent violations of safety regulations.

Penalties are applied against those contractors who fail to observe the Company's H&S policies. The primary purpose of such sanctions is to eliminate non-compliances with the Company's requirements and encourage contractors to improve their level of safety and avoid violations of health and safety laws and corporate H&S policies. Instead of paying penalties, contractors can implement measures to prevent non-compliances. The contractor must provide Polyus with a report on the measures that it has taken.

In 2024, Polyus employed contractors for annual risk-oriented campaigns related to road safety.

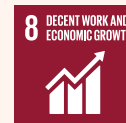
Case study

MEETINGS WITH CONTRACTORS

Polyus Krasnoyarsk holds monthly contractor meetings. The participants discuss identified non-compliances and associated preventive actions and share experience and best H&S practices. In addition, the Company's representatives provide contractors with feedback on any issues that arise.

Lesson learned

Regular meetings with contractors are an important risk management tool. They help to promptly react to potential threats and prevent emergency situations. This type of engagement also helps to enhance the partnership through open discussion of the issues and joint efforts in searching for solutions.



Strategy

Improving the safety culture

GRI 403-2

GRI 14.16.3

In 2024, Polyus confirmed its high level of safety culture with a score of 2.6 on the Bradley Curve. The assessment was conducted for 10 of the Company's business units¹ according to 14 criteria, including contractor management, analytics, management commitment, training and communication. Most of the covered business units demonstrate an upward trend in terms of improving the safety culture. Only one site in Krasnoyarsk failed to achieve the goals, which was due to fatalities. The following tasks were outlined as key areas for further development:

- Formalize the H&S strategy taking into account the Company's general strategy
- Review projects and the outcome of the construction/modification/operation of facilities within business units during previous years
- Ensure that H&S processes are interrelated (process-oriented approach)
- Develop engagement between different departments/functions and the HSE unit
- Investigate level D and E incidents that have serious potential consequences using the incident plan for incidents of categories A, B and C

Given external factors, the Company's target for 2025 is to maintain the level of the 2024 assessment.

¹ In 2024, a general assessment of the safety culture was conducted for Polyus Verninskoye and Polyus Sukhoi Log.

Injury prevention

GRI 403-2

GRI 14.16.3

Polyus puts the lives and health of its employees first. The Company is committed to providing a safe working environment and takes actions to prevent workplace injuries. Achieving a zero injury rate is the Company's strategic goal.

Through risk assessment, the prompt recording of incidents and conducting internal investigations, Polyus can use resources for high-priority focus areas, avoid incidents recurring and prevent new ones.

To reduce the injury rate, the Company has introduced Golden Safety Rules, which are simple, clear and powerful rules of conduct for Polyus' employees and contractors. In 2024, the list of Rules was revised in line with the Company's current risks, as well as the development plans for the next three years. The new revision of the Golden Safety Rules contains nine points that, if not observed, will involve disciplinary sanctions.

Since 2023, Polyus has been focused on improving the quality of incident management and investigation. According to the Standard on Reporting, Registration, Recording and Internal Investigation of Incidents, information on level A, B and C major incidents is communicated to the top management via Telegram apps.

The Safety Alerts tool sends out brief information on incidents to the business units.

Analysis of process performance in business units covers the following areas:

- Compliance with the requirements set out in the Standard on Reporting, Registration, Recording and Internal Investigation of Incidents
- Training involving mandatory drills to consolidate acquired skills for all process participants
- Proper investigation of incidents — incident root cause analysis
- Transparent incident recording and reporting system
- Accurate planning of remedial measures and follow up
- Regular factor analysis for recorded incidents

The key objective of every investigation is to identify the root causes and determine the follow-up steps to be taken. Priority is given to actions that remedy the identified non-compliances and reduce the risk of recurrence. The amount of funding for all planned H&S remedial actions is subject to preliminary approval by the relevant persons responsible. Thorough analysis of the root causes of incidents and remediation of hazardous working conditions will help to prevent major incidents and reduce their total number in the future.

The Company has introduced a new safety management and risk assessment tool to improve the internal incident investigation processes. Now, all incident data is gathered and displayed in the Incident Management dashboard.

The dashboard makes it possible to determine the main trends and issues related to injuries and accidents, accelerate the decision-making and incident response process and identify the priority areas for funding.

GOLDEN SAFETY RULES

- ✓ I DON'T DRINK ALCOHOL AT WORK AND I DON'T TAKE DRUGS
- ✓ I DON'T GET DISTRACTED WHILE MOVING AROUND THE COMPANY'S PREMISES
- ✓ I PROMPTLY ATTEND ALL TRAINING SESSIONS ASSIGNED TO ME THROUGH MY PERSONAL ACCOUNT
- ✓ I ALWAYS FASTEN MY SEAT BELT AND NEVER DISTRACT THE DRIVER WHILE RIDING IN A VEHICLE
- ✓ I REPORT TRUSTWORTHY INFORMATION ABOUT ALL INCIDENTS
- ✓ I PERFORM HAZARDOUS WORK ONLY WITH A VALID WORK PERMIT
- ✓ I USE FALL PROTECTION EQUIPMENT WHEN WORKING AT HEIGHT
- ✓ I CHECK AND MAKE SURE THAT SYSTEMS, EQUIPMENT, VEHICLES AND TOOLS ARE IN GOOD WORKING ORDER
- ✓ I ALWAYS USE PERSONAL PROTECTIVE EQUIPMENT THAT IS SUITABLE FOR THE JOB

#SAFETYATWORK

Health and safety training

GRI 403-5

GRI 14.16.6

Polyus provides its employees with regular H&S training to improve the safety of manufacturing processes. Supported by the SSC team, the Company is continuously working to unify and digitalize processes related to personnel safety training. Polyus has made some important steps toward this goal:

- Polyus has selected a single provider of in-person training to improve the quality of services.
- Routine operations (record checking, entering data in the system) were delegated to the SSC.
- The employee training tracking system was automated. All information on mandatory training courses and briefings for employees is available online in the employee's personal account. Training courses are formed based on training matrices.



Case study

DASHBOARD FOR TRACKING AND ANALYZING THE TRAINING OF POLYUS' EMPLOYEES

The dedicated HSE Training dashboard allows the Company to track training progress and is available to all Polyus' business units. It contains the following information broken down into different items:



The metrics are color coded according to training status (red is low, yellow is medium and green is high). The information is available in aggregated form at the level of the group or business units, as well as at the level of the business units' functional departments.

Lesson learned

Using this tool automates data gathering and analysis processes and improves management efficiency through providing access to the latest data at any time.



Polyus is committed to the ongoing automation of processes and freeing up SSC resources. To achieve this, the Company plans to use a robot that will process the knowledge assessment records and align the obtained data with the employee's personal account.

The Company uses two standardized training courses: the induction course and the minimum H&S training module for all employees. The induction course has a modular structure, which allows each business unit to choose the topics relevant to its production operations.

Polyus provides both mandatory H&S training and additional corporate training courses. To make the training content easier to understand and reduce the time spent by employees, Polyus is revising the narrative and visual components of the training courses and uploading some of the training materials online in the form of tutorial videos.

Polyus is currently looking into the possibility of setting up a school for occupational health professionals. This approach will enable the Company to deal with personnel shortages in the regions of its operations and develop the competencies necessary for the successful performance of work.

Percentage of employees who took corporate training courses¹ in 2024, %



Case study

A HEALTH AND SAFETY QUIZ

A brain ring quiz dedicated to health and safety was held at Verninskoye mine for the employees of Polyus Verninskoye and Polyus Sukhoi Log. The quiz contained seven rounds, including a music round, and the teams demonstrated good knowledge and logical thinking. The participants answered 52 questions in two hours. The quiz was marked by the directors of the companies and a third-party company auditor.

Lesson learned

Events of this kind help to improve the level of safety and health competency among employees, which makes workplaces safer and reduces the likelihood of accidents and injuries.



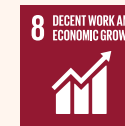
Case study

HEALTH AND SAFETY DAY

Olimpiada mine held a quest event called Feel Like an H&S Expert. Employees were able to check their H&S knowledge. Six teams participated in the game. The teams had limited time to find H&S non-compliances and identify regulatory documents that had been ignored.

Lesson learned

This event provides a unique opportunity for employees to check their knowledge and get some practical experience of working with applicable regulatory documents. As well as developing skills, this training approach builds team spirit and improves employee awareness of the importance of complying with H&S regulations.



#CORPORATECOURSES

¹ This percentage was calculated as the ratio of trained employees to the employees who should be trained during the reporting year.

Road safety

GRI 3-3

GRI 403-2

GRI 403-5

GRI 14.16.1

GRI 14.16.3

GRI 14.16.6

Most drivers at existing Polyus production sites and sites under construction face risks related to driving vehicles every day. That is why it is so important for the Company to take prompt actions to prevent road incidents and accidents.

At Polyus, the road safety procedure is regulated by the Transportation Safety Policy, updated in 2024, and Transportation Safety Guidelines.

Transportation safety is controlled by the Company's Monitoring Center, which gathers, consolidates and analyzes data from the monitoring systems and telematics installed on the vehicles of Polyus Logistics.

Using the obtained data, the Monitoring Center issues Smart Drive reports to managers of organizational units.

To reduce the number of traffic incidents, Polyus runs regular awareness campaigns and organizes training events. Defensive driving courses provided by in-house instructors and professionals from specialized training centers are mandatory for all drivers. On these courses, drivers acquire accident-free driving skills and practice driving in adverse weather conditions. In addition, training was provided to road safety specialists to enable them to use the procedures properly (92% coverage)¹.

In 2024, the Company improved the safety rating of its drivers. This rating is based on points system. The drivers lose points if they commit violations or gain points if they apply the safe practices outlined in the Guidelines. The rating helps managers evaluate the number of violations and the most common type of violations and make good managerial decisions to prevent hazardous driving.

The Company has lowered the initial employment criteria for drivers due to manpower shortage. It plans to implement a number of measures to build high-quality communications and minimize risks related to the language barrier. These include putting training processes in place and issuing driving permits to drivers, taking into account their Russian language skills.

As part of the upgrade program, the Company's vehicle fleet is being equipped with an advanced road situation monitoring system. In 2024, video recording equipment installation approaches were standardized for all models of vehicles, and the feedback report was updated. Managers now use a special procedure that takes into account the level and consequences of transportation risks. Such an approach avoids making this a box-ticking exercise when dealing with risks and helps take strong actions against those who violate the policies.

Case study

DRIVER TRAINING

Polyus launched a program for hiring and training drivers and issuing permits for driving SITRAK trucks. Now, candidates can be trained at the training center of business units. Upon successful completion of the training, the driving instructor checks the employee's skills. Then, the employee is permitted to drive without supervision or receives additional training until they have gained the necessary skills. This program is rolled out to all business units in a variety of formats.

Lesson learned

The project makes it possible to overcome manpower shortages without compromising the high level of road safety at production sites.



#DRIVING CULTURE

¹ Coverage is less than 100% due to staff turnover. New employees will be trained in 2025.

Risk management

GRI 403-2 GRI 403-5 GRI 403-9 GRI 14.16.3
GRI 14.16.6 GRI 14.16.10

The H&S risk management system is integrated into the Company's overall risk management system. The list of risks from the corporate risk register is reviewed annually, and HSE risks are reviewed every six months.

In 2024, the Company provided training under the risk management system implementation program on site in Magadan, specifically involving the use of such tools as Dynamic Risk Assessment and a Hazard Analysis and Risk Assessment Chart. Following recommendations by the external auditor, the Company revised the timelines for implementing this system at other sites. Polyus focused on improving the quality of the Hazard Analysis and Risk Assessment Chart and provided training on this tool in all other business units. Over the reporting period, 2,051 charts were prepared and 17,927 risks were identified. The risk assessment process was implemented and automated on the basis of the SAP system in all the Company's business units. The results of this campaign were taken into account when preparing the uniform generic standard for issuing PPE to employees.

Using risk assessment tools makes it possible to increase employee engagement in hazard identification and control processes.

If a hazardous action or condition is identified before starting work, the employee must report this to their immediate supervisor by any available means — in person, by phone or email. The Company encourages its employees to take a responsible attitude toward safety and never imposes penalties for reports of identified hazards.

As of the end of 2024, the key risks for the health and safety of the Company's employees were related to working at height, driving and working on electrical installations.

In the reporting year, the Company prepared and approved the new trip permit procedure. The person authorized to issue a permit for a trip outside the Company's premises is selected based on the risk level of the trip. This procedure should involve organizational unit managers in transportation safety management. This practice applies both to the Company's main carrier, Polyus Logistics, and to other business units of the group.

When developing measures for minimizing transportation risks, the Company uses analysis from the Monitoring Center and allocates resources to those types of incidents that are in the list of top five incidents.

As a responsible employer, Polyus guarantees that employees have the right to refuse to perform work if it involves a danger to their life and health. In such a case, management shall not impose any penalties on the employee.

Emergency prevention

GRI 3-3 GRI 403-2 GRI 403-5 GRI 14.15.1 GRI 14.15.4 GRI 14.16.3 GRI 14.16.6

Polyus continues to work on preventing and minimizing the risks of man-made or natural emergencies. All Polyus' assets have their own emergency response teams equipped with advanced equipment and machinery.

In 2024, Polyus developed its emergency response management guidelines. Given the natural features typical to the Company's sites, the guidelines not only cover emergency response issues but also consider the risks of wildfire. During the reporting period, a unit of Russia's EMERCOM Mine Rescue Brigade was permanently deployed at Polyus Verninskoye. This makes it possible to reduce the emergency response time.

The Company closely cooperates with local administrations on emergency response issues. For example, Polyus provides equipment to help fight wildfires in Krasnoyarsk Territory.

Every year, Polyus runs campaigns to prepare for spring-summer and autumn-winter seasons. As part of the 2024 audits, the Company inspected three business units: Polyus Magadan, Polyus Verninskoye and Polyus Sukhoi Log. Following these audits, action plans were drawn up and put in place.

Every year, Polyus develops plans and scenarios for emergency response exercises and drills and provides regular emergency response training to its employees. Fire safety induction briefings, civil defense induction briefings, fire safety refresher briefings and fire drills are provided in all business units and in the office of the Management Company. 426 fire drills and emergency response drills were held in 2024.

To successfully manage critical situations, the Company develops and puts in place emergency response plans at its hazardous production facilities and oil spill prevention and response plans for facilities where oil spills may occur. By the end of the reporting period, documents were developed for all facilities and mining sites, which include emergency response plans and oil spill prevention and response plans, as required by law.

In the reporting period, Polyus held drills based on the approved oil spill prevention and response plans at Polyus Krasnoyarsk and Polyus Logistics. The drills involved the participation of government authorities and local administrations. The Company received favorable reports as a result of these drills. In 2025, desktop exercises in accordance with oil spill prevention and response plans are scheduled to be held in other business units.

#EMERGENCYRESPONSE

Metrics and goals

Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Automate the occupational risk assessment process	Occupational risks were assessed through the SAP system	Achieved
Regulate the production operations monitoring process at hazardous production facilities	Regulations on Production Control of Compliance with Industrial Safety Requirements at Hazardous Production Facilities were approved	Achieved
Roll out the Contractor Safety Management Process in the SSC at Natalka and Sukhoi Log	The process was rolled out at Natalka and Sukhoi Log	Achieved
Roll out the Mandatory HSE Training and Competence Assessment process to all business units	The process was rolled out across all business units	Achieved
Revise the approach to the technical evaluation of bidders (conduct the procedure after the winning bidder is identified, i.e., just before awarding the contract, rather than for all bidders)	Now, only the final bidder is evaluated as part of the bidding procedure rather than all bidders	Achieved
Implement Transportation Safety Guidelines in the Company's business units	The guidelines were rolled out across all the Company's business units	Achieved
Develop the Defensive Driving interactive training course for mine vehicles and general purpose vehicles	The course is under development and will be implemented in online format	In progress
Implement the online interactive training course for the Standard on Reporting, Registration, Recording and Internal Investigation of Incidents	The online training course for the Standard on Reporting, Registration, Recording and Internal Investigation of Incidents was set up in employee online accounts	Achieved
Update the incident investigation standard in the context of developing the Lessons Learned tool and circulate the remedial action plan following the findings of investigations to all business units	The Standard on Reporting, Registration, Recording and Internal Investigation of Incidents was updated. The Lessons Learned tool was developed and scheduled to be rolled out across all business units	In progress
Scale up the project for replacing the SAP SF tracking system with Bitrix across all business units	All business units switched over to the Bitrix system	Achieved
Centralize the mandatory HSE training process	The process was centralized, and a single contractor was chosen for all business units	Achieved
Implement the new emergency response management guidelines	The guidelines were approved and are scheduled to be rolled out across the Company's business units in 2025	In progress
Upgrade local emergency alert systems that align with regional public alert systems	Local emergency alert system upgrade projects were developed at Polyus Krasnoyarsk	In progress
Perform spill response exercises under the oil spill prevention and response plans	Exercises were held in Polyus Krasnoyarsk and Polyus Logistics business units. The Company received favorable Committee reports as a result of these drills	Achieved

Occupational injury rates

GRI 403-9

GRI 14.16.10

MED 29

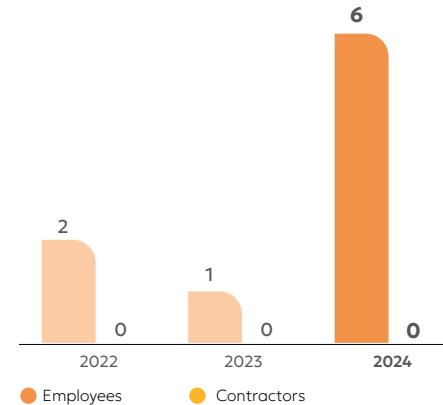
In 2024, 75 people experienced workplace accidents, of which 49 were Polyus employees and 26 were contractors. Three Company employees and two contractors suffered injuries, mostly when working at height without appropriate PPE. To remove hazards and minimize risks resulting in high-consequence injuries, the Company installed anchor lines on crane runways, audited and repaired safety guards, handrailing and stairs, and purchased new systems for climbing supports, ensuring the safety of working at height. In addition, inbound/outbound vehicle inspection areas at checkpoints were upgraded. Portable ladders for inspecting vehicles were purchased to reduce road accident risks.

Among other injuries, falls, trips and slips while walking on an even surface are most common. The main causes of accidents were loss of concentration and haste.

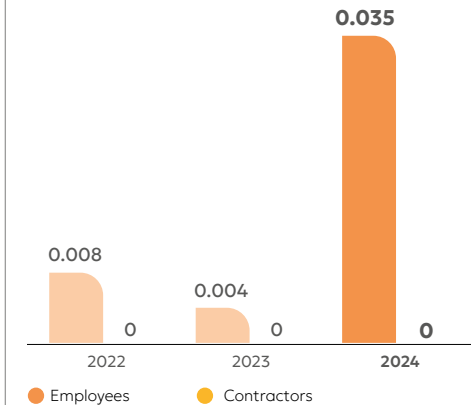
There were six fatalities among Polyus' employees during the reporting year as a result of accidents, including traffic incidents.

The Company has investigated all accidents as required by law. To prevent the recurrence of incidents, identify root causes and work out action plans for eliminating and minimizing risks, the Company also conducts internal investigations of the incidents.

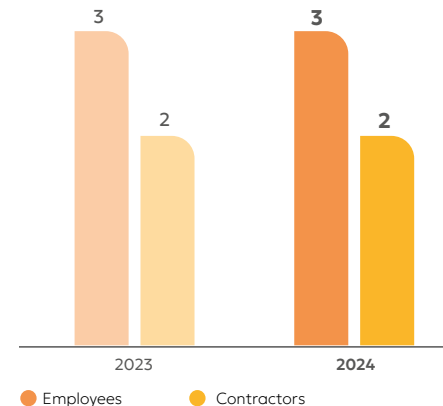
Total number of fatalities from accidents



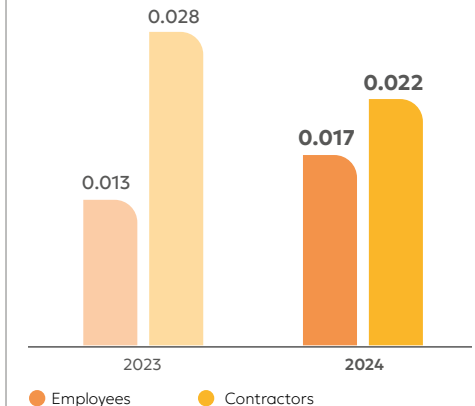
Total fatal accident rate (FAR), per 200,000 hours worked¹



Number of high-consequence injuries²



High-consequence injuries' rate³



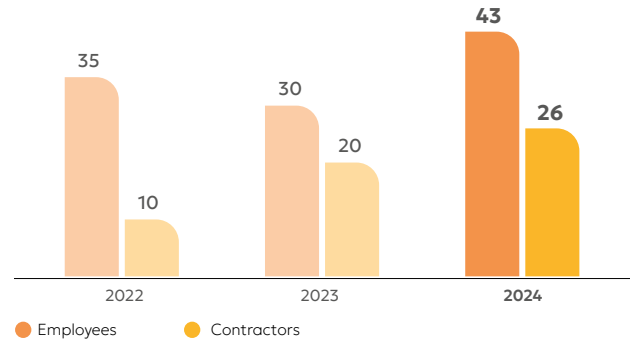
#HEALTH

¹ Hereinafter, 2024 rates are calculated on the basis of 34,698,197.91 hours worked by employees and 18,022,482 hours worked by contractors.

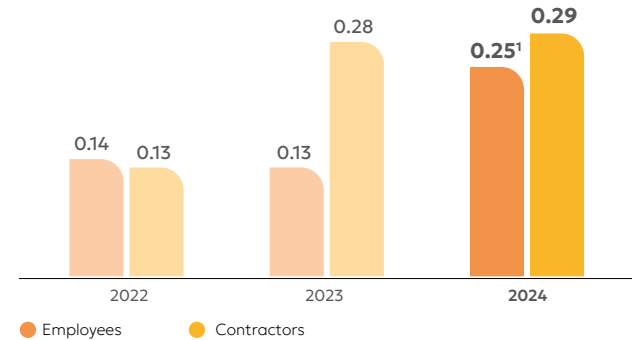
² In 2022, there was one high-consequence employee injury, but there is no data for contractors, as there was no recording system in place.

³ In 2022, the high-consequence injuries' rate among employees was 0.004, but the injury rate for contractors is unknown, as there was no recording system in place.

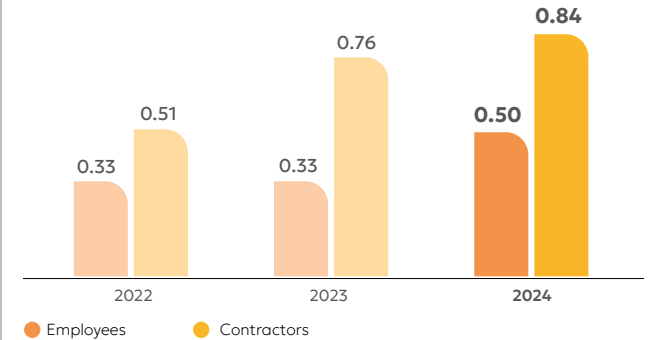
Lost time injuries (LTI)



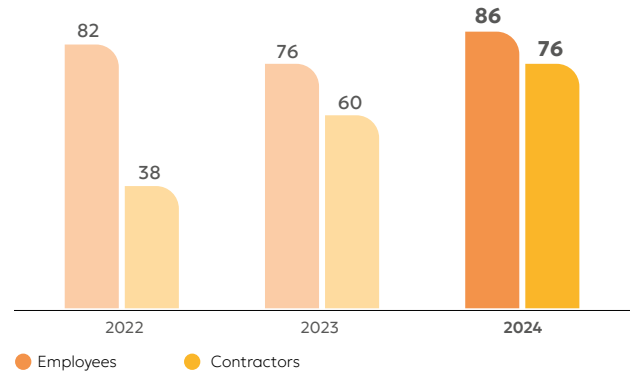
Lost time injury frequency rate (LTIFR), per 200,000 hours worked



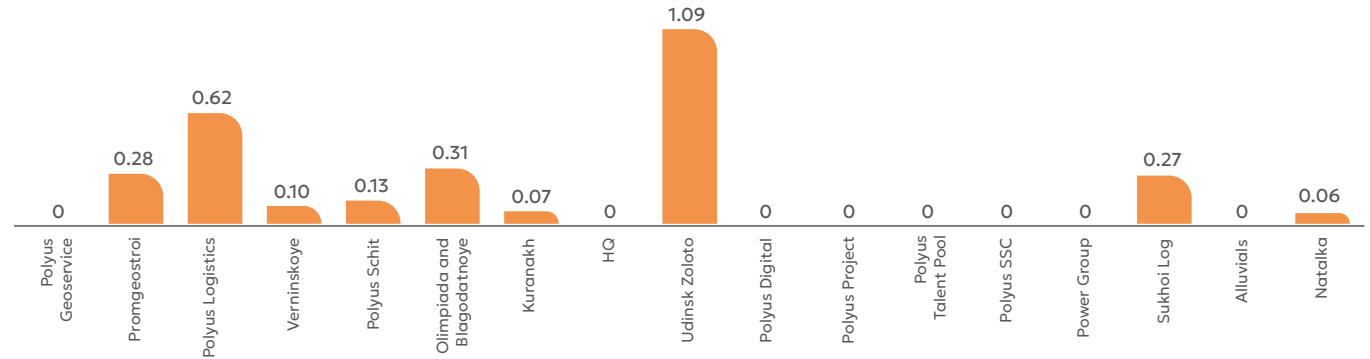
Total recordable injury frequency rate (TRIFR), per 200,000 hours worked²



Total recordable injuries (TRI)³



Lost-time injury frequency rate (LTIFR) among employees by business units and service company in 2024, per 200,000 hours worked^{4,5}



¹ The indicator for 2024 has been amended compared to the previously given value, as the incident status is now updated.

² The figure is calculated as the number of total recordable incidents at work (TRI) multiplied by 200,000 and divided by the total number of hours worked by employees/contractors.

³ In the reporting period, this figure is calculated taking into account the number of fatalities and people injured in workplace accidents and the number of people affected by minor injuries that required medical care (beyond first aid). In 2023, this figure included the number of minor injuries that required first aid and/or medical care.

⁴ Polyus Stroi business unit was renamed in 2024. Its new name is Promgeostroi.

⁵ Hereinafter, the data for Promgeostroi is given up to July 2024.

Occupational disease rates

GRI 403-10

GRI 14.16.11

In 2024, 10 occupational diseases were recorded among the Company's employees. The most common diseases relate to exposure to physical factors: sensorineural hearing loss, radiculopathy and vibration syndrome.

Road traffic incident rates

170 traffic incidents involving the Company's road and utility vehicles took place in the reported year. The most common high level (A, B and C) traffic incidents were rollovers, which are more common for trucks on the internal transport routes in Polyus Logistics and Promgeostroi. Level D (moderate)

and E (minor) road traffic incidents are mostly related to hitting obstacles or another vehicle.

The Company conducted a factor analysis of A, B, C and D level road incidents and discovered that their root causes were deficiencies in initial training

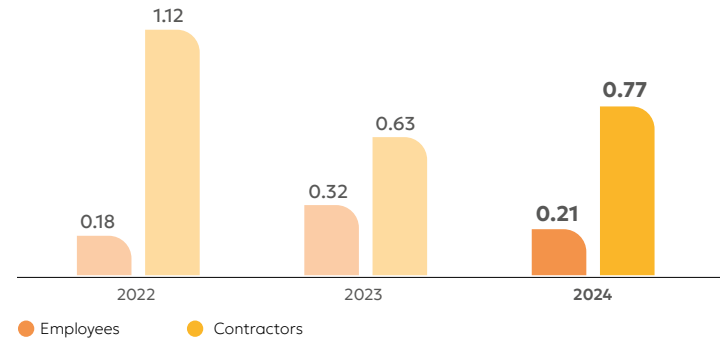
and mentoring within the Company, poor decision-making in critical situations and a lack of experience and discipline. The root causes of E level incidents were haste, distraction and wrong decisions.

Incident rates

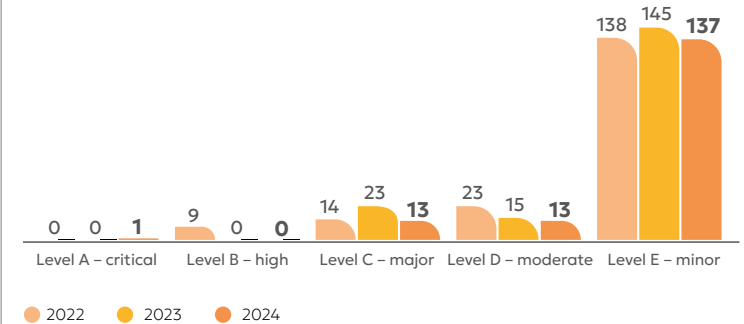
GRI 14.15.3

In 2024, no natural or man-made emergencies were recorded in Polyus' business units. All fire incidents were handled by emergency response teams and trained employees on site. No employees or contractors were affected by the incidents, and shutdowns were avoided. In total, 43 fire incidents (fires, ignition, smoke) were recorded at production sites¹.

Road traffic accident rate (AARK²), per 1 million km



History of traffic-related incidents among employees



#INCIDENTS

¹ The incidents occurred at workplaces, off the job and on the road.

² AARK = number of automotive accidents of levels A, B, C × 1,000,000 / total mileage.

Plans for 2025 and the medium term

- ✓ **DELEGATE AUXILIARY FUNCTIONS THAT CAN REASONABLY BE DELEGATED TO THE SHARED SERVICE CENTER TO ENSURE A CONSISTENT APPROACH TO PROCESS MANAGEMENT AT ALL COMPANY SITES**
- ✓ **ROLL OUT THE ONLINE DEFENSIVE DRIVING TRAINING COURSE**
- ✓ **IMPLEMENT THE STANDARDIZED DRIVER BEHAVIOR MONITORING SYSTEM AT POLYUS LOGISTICS**
- ✓ **SCALE UP THE SMART DRIVE PROJECT TO POLYUS SUKHOI LOG**
- ✓ **IMPLEMENT AUTOMATED EQUIPMENT DIAGNOSTICS SYSTEMS AT POLYUS ALDAN, POLYUS VERNINSKOYE, POLYUS KRASNOYARSK AND POLYUS SUKHOI LOG SITES**
- ✓ **UPDATE THE REGULATIONS ON PRODUCTION CONTROL OF COMPLIANCE WITH INDUSTRIAL SAFETY REQUIREMENTS AT HAZARDOUS PRODUCTION FACILITIES**
- ✓ **DRAW UP TRAINING MATERIALS FOR FIRE AND INDUSTRIAL SAFETY TO ENHANCE THE SKILLS OF FOREMEN AND SITE SUPERVISORS**
- ✓ **STANDARDIZE FOR ALL BUSINESS UNITS JOB DESCRIPTIONS OF TECHNICAL MANAGERS OPERATING HAZARDOUS PRODUCTION FACILITIES**
- ✓ **CONDUCT INTERNAL AUDITS OF TRAINING PLANS TO ELIMINATE HUMAN ERRORS**
- ✓ **IMPLEMENT A DIFFERENTIATED APPROACH TO CONTRACTOR SAFETY MANAGEMENT**



#SAFETYCULTURE

Capital

- Human capital
- Financial capital

Stakeholders

- Local and indigenous communities
- Suppliers
- Government and regulators
- Employees and contractors
- NGOs and industry organizations
- Media

UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS



SUPPORTING LOCAL COMMUNITIES

- 134 Charity and sponsorship
- 141 Development of the regions of operations
- 153 Indigenous peoples
- 155 Plans for 2025 and the medium term

>270

social and economic
development projects

32 projects

won the Polyus Fund contest

Material topics

PRIORITY 1

- Local communities

Key events

- Expansion of Polyus Charity Fund (Polyus Fund) initiatives: increase in the number of applications and winners, inclusion of Khabarovsk Territory in the scope of operations
- Successful completion of funding for construction of the Premier cultural and community center in Mayak Park in Magadan
- Holding the ninth edition of the Polyus Golden Season Theater Contest and the third edition of Territoriya Krasnoyarsk Modern Art Festival
- Participation in the development of a quality-of-life index for industrial cities

Management approach

[GRI 3-3](#)
[GRI 413-1](#)
[GRI 14.10.1](#)
[GRI 14.10.2](#)

Polyus contributes to the long-term sustainable development of its regions of operations by implementing social and environmental initiatives aimed at improving the quality of life for local populations and creating value for communities. The Company supports key areas of public life, including culture and the arts, sports and healthcare. In particular, Polyus co-finances infrastructure projects, pays taxes to local budgets in full and on time and creates job opportunities for residents in its regions of operations.

The Company maintains an open dialog with local residents, ensuring a regular exchange of views and the collection of feedback. All inquiries and suggestions from the local population are analyzed and taken into account when developing social programs.

[For more information on communication with stakeholders, see the Stakeholder Engagement section.](#)

The Company has established a robust system for managing interaction with local communities and government authorities. The planning and implementation of charity and sponsorship projects are primarily managed by the Government Relations Department, headed by the responsible Vice President, and corporate departments responsible for this area in the business units. Polyus Charity Fund (Polyus Fund or the Fund) operates within the framework of an approved event plan set by the Fund's Board. A number of projects (primarily sponsorship and promotional initiatives) in Polyus' operating regions are managed by the Director of Public Relations and the appropriate department, which is also responsible for communication with local communities and other stakeholders. The Sustainable Development Department oversees certain environmental and nature conservation projects, including initiatives for supporting protected natural areas and reserves.

The Government Relations Department develops and approves the list of social initiatives for the forthcoming year, signs and renews social and economic cooperation agreements with government bodies and public organizations, monitors project implementation and prepares relevant reporting.

Funding for programs falls under the approved annual corporate budget, with unplanned initiatives undergoing additional review and approval.

When developing charity and social projects, Polyus is guided by its Charity and Sponsorship Policy, which was updated in 2023. The Policy establishes a systematic approach to funding initiatives that reflect the Company's strategic priorities, current trends in sustainable development and the UN Sustainable Development Goals.

The Company follows a model that divides funding into key and supplementary areas, which allows for flexible resource allocation and a focus on the most relevant projects. This approach enables Polyus to support initiatives that have a significant impact on the social and economic development of the regions, while also maintaining the flexibility to fund relevant local projects.

Polyus Fund, which started its activities in 2023, plays a key role in implementing the Company's charity strategy. The main areas of focus of Polyus Fund mirror the Company's priorities and include territory development, environmental responsibility, culture, education and volunteering.

Polyus Fund comprises a Board of Trustees, a Fund Council, a CEO and an Executive Director. The jury that determines winners of the grant programs includes the Fund's employees and representatives of the Fund's Council. Feedback from Polyus' regional representatives is also taken into account, as they are aware of the issues faced in the Company's regions of operations and know what needs to be improved.

#POLYUSFORPEOPLE

Charity and sponsorship areas

KEY AREAS

TERRITORY DEVELOPMENT

Development of social and other infrastructure in the regions of the Company's operations. Implementation of projects in partnership with regional and municipal authorities through social and economic cooperation agreements.



In 2024, the Company became a partner of the Tourism and Hospitality national project through The Gold of Discoveries expedition

EDUCATION

Educational support and development. Implementing projects in partnership with various educational institutions, including through improvement of their material, technical and infrastructural capabilities.



In 2024, the Company became a partner of the national project through the Polyus Class initiative and a series of Nansen lectures

ENVIRONMENT

Financial and organizational support for environmental projects, including biodiversity monitoring and conservation.



CULTURE

Development of the social and cultural environment by supporting the national theater school and the preservation and advancement of universal human values through performing arts.



In 2024, the Company became a partner of the national project through Polyus Golden Season and Territoriya Magadan projects

VOLUNTEERING

A broad range of activities, including traditional forms of mutual help and self-help, performed for free by Polyus employees.



SUPPLEMENTARY AREAS

SPORTS AND HEALTH

Supporting sports organizations, clubs and activities aimed at developing sport for children and young people.



DISADVANTAGED SOCIAL GROUPS

Assistance, social support and protection for disadvantaged social groups, especially children and the elderly.



UNIONS AND ASSOCIATIONS

Supporting initiatives launched by industry unions, organizations and associations to promote industry interests at the regional, federal and international levels.



The Company's Regulations on Charity and Sponsorship Project Management determine the implementation process for charity and social projects. They also include a system for evaluating project performance, which comprises 19 performance metrics, such as:

- Total time spent by employee volunteers on charity projects in the calendar year
- Share of projects complying with the corporate strategy and UN SDGs
- Implementation of new initiatives and scaling of existing best practices or projects
- Number of stakeholders who benefited from project implementation.

Social project performance is evaluated based on alignment with Polyus' strategic priorities and indicators that capture the long-term social value of initiatives. The evaluation also considers mass media and social media visibility, as well as feedback from government representatives and partners.

Risk management

The Company recognizes the risk of ineffective interaction with government authorities as a key sustainability risk. Polyus has adopted a systematic approach to interactions with government authorities in order to minimize this risk.

For more information on minimizing the risk of ineffective interaction with government authorities, see the Creating Economic Value section.

Charity and sponsorship

Strategy

Polyus Fund aims to support the social and economic development of the Company's regions of operations in Eastern Siberia and the Russian Far East. The Fund supports initiatives that target the root causes of social and economic challenges affecting local communities.

Polyus Fund offers competitive grant programs for individuals and organizations across five key support areas: Culture, Territory Development, Nature, Volunteering and Education. Supplementary project focus areas include Sports and Health and Disadvantaged Social Groups.

Polyus Fund prioritizes projects that deliver a long-term effect and high societal value. The Fund places special emphasis on initiatives that align with priority development vectors:

- Competencies of the Future is aimed at supporting educational programs and developing digital competencies
- Local Identity is focused on preserving and promoting the cultural heritage of Polyus' regions of operation
- Digital Opportunities promotes the adoption of advanced technologies in the social sector

[For more information on the activities of Polyus Fund, visit the official website.](#)

Polyus Fund's key funding areas and flagship projects

Territory development

Polyus Regions:

- Driving social and economic development of local territories
- Offering competitive grant programs

Education

Polyus Class:

- Providing support for the development of educational and research institutions
- Promoting outreach and awareness initiatives
- Supporting gifted children and students

Volunteering

Polyus Volunteer:

- Supporting the development of social institutions
- Assisting non-profit organizations in implementing social initiatives
- Providing assistance to disadvantaged social groups

Culture

Polyus Golden Season:

- Promoting the growth of cultural and artistic institutions

Nature

Polyus Conservation Area:

- Supporting environmental initiatives and nature conservation activities
- Supporting environmental research and education

Polyus Fund's priority development vectors

DIGITAL OPPORTUNITIES

Introduction of digital tools to ensure better access to digital content for various social groups

COMPETENCIES OF THE FUTURE

Initiatives aimed at enabling various social groups to receive relevant and forward-looking competencies

LOCAL IDENTITY

Support for initiatives that shape the identity, cultural code and attractiveness of territories, as well as assistance in identifying, preserving and using cultural and historical heritage

Polyus Fund grant contests

Contest name	Your Territory	Pole of Opportunity
Eligible participants and objective	The contest supports initiatives by individuals for implementing socially significant projects and encourages youth participation in such projects. <u>Your Territory grant contest</u>	The contest supports projects by organizations aimed at developing social infrastructure and improving quality of life. <u>Pole of Opportunity grant contest</u>
Areas	• Environmental and territory improvement campaigns • Local history volunteer projects • Sports, cultural and other events • Educational initiatives promoting an eco-friendly and responsible lifestyle • Digital technology and IT projects	• Improvement of territories and creation of new public spaces • Implementation of socially significant events • Educational projects, including digital • Shaping of the local identity and preservation of cultural and historical heritage • Promotion of sports and fitness • Digital technology and IT projects • Enhancement of quality of life for people with disabilities
Geography (regional overview)	Five municipalities in Eastern Siberia and the Russian Far East: • Bodaibo District, Irkutsk Region • Severo-Yeniseisky District, Krasnoyarsk Territory • Tenkinsky District, Magadan Region and Magadan • Aldan District, Republic of Sakha (Yakutia) • Polina Osipenko Municipal District, Khabarovsk Territory	

In 2024, Polyus Fund significantly expanded its activities, both in terms of supported regions and the scale and areas of its support. In the reporting year, the Fund’s activities included the Polina Osipenko Municipal District in Khabarovsk Territory, bringing the total number of priority regions in the Russian Far East and Eastern Siberia to five.

During the reporting period, Polyus Fund held the Pole of Opportunity and Your Territory grant contests, supporting 32 projects – a 25% increase on the previous year. By the end of 2024, 31 out of the supported projects had been fully or partially implemented. The base grant amount per project ranged from \$1,620 to \$6,482.

32 projects

supported by Polyus Fund in 2024

\$977.6 thousand

total support provided by Polyus Fund in 2024

#GRANTCONTEST

A total of 139 applications were submitted to the grant contests – more than double the number for the previous year (63). The total requested funding also increased significantly: \$1.01 mln in 2024, compared to \$312 thousand in 2023. This reflects growing interest in grant support from public organizations, educational institutions, non-profit organizations and active citizens.

The level of awareness among regional residents about the opportunities offered by Polyus Fund has increased, in part due to an active communication campaign. The Fund's website features information about its activities, publishes selection timelines and guidelines and offers educational webinars on social project design. In early 2024, Polyus Fund

held eight information webinars, where experts presented the opportunities available through the Fund. The webinars provide in-depth coverage on preparing and submitting an application, including instructions on how to develop a project budget, engage volunteers, organize communication support, prepare reporting, etc.

In addition, the Fund's leadership and representatives from the Fund's Council regularly visited several regions (Krasnoyarsk Territory, Irkutsk Region and Magadan Region) to meet with local stakeholders, present the contest results and reward the winners. Meetings were held in person and via video conference with over 160 participants. Efforts in this area have significantly increased the public's interest in the Fund.

Mentions of the Fund in mass media and social media grew by 70%, increasing from 130 publications in the previous year to 220 in 2024. This rise reflects not only the Fund's increased activity but also the growing public interest and attention toward its initiatives.

In terms of support areas, the Fund expanded its environmental focus: the number of project initiatives from applicants in 2024 quadrupled from four to 16 applications. This demonstrates a growing interest among applicants in this particular area. There was also an increase in projects supporting local identity: in 2024, 101 project applications aligned with this vector, which is a three-fold increase on 2023.

Projects receiving grant support through the contests undergo independent expert evaluation. The selection process is based on a project evaluation matrix that includes the Fund's three vectors and five activity areas. Each project is evaluated based on six criteria, including:

- Geographic scope of the project
- Relevance of the project and its potential contribution to regional development
- Measurable goals
- Project sustainability beyond the grant support period
- Innovation of the idea
- Target audience reach

During the evaluation process, each project is assigned scores based on the established criteria. Priority is given to projects implemented in small and remote communities that have potential for further independent development and are supported by confirmed demand from local residents or authorities.

In the upcoming reporting period, Polyus Fund plans to actively expand its social initiatives and engage new participants across its regions of operations. The total volume of grant support is planned to increase. The Fund also intends to launch a new flagship project aimed at providing access to cultural content in remote and hard-to-reach communities. In addition, the Fund intends to place greater emphasis on projects that demonstrate high relevance and long-term potential. The Company will enhance its communication support for the Fund and continue organizing field visits to the supported regions.

#SOCIAL SUPPORT

Examples of Polyus Fund grant contest winning projects

IgroLab (Game Development Laboratory)



Grant holder:

Autonomous Non-Profit Organization Resource Center for Information Technology Development — Kub-A

Contest and area:

Pole of Opportunity, Education (Competencies of the Future)

Objective:

teaching children and young people to develop video games. The project helped over 160 people to gain skills in game development, animation and scriptwriting and learn about launching startups. 98 people completed the training course, with over half of school age. School students also took part in career guidance sessions. Invited speakers delivered lectures on game development using Unity/Roblox Studio. A game development hackathon was held in Aldan, and five video game projects were presented at the demo day.

Geography:

16 districts in the Republic of Sakha (Yakutia)

Interactive map of the Pit-Gorodok village



Grant holder:

Municipal Budget Institution Museum of History of Gold Mining in Severo-Yeniseisky District

Contest and area:

Pole of Opportunity, Culture (Local Identity)

Objective:

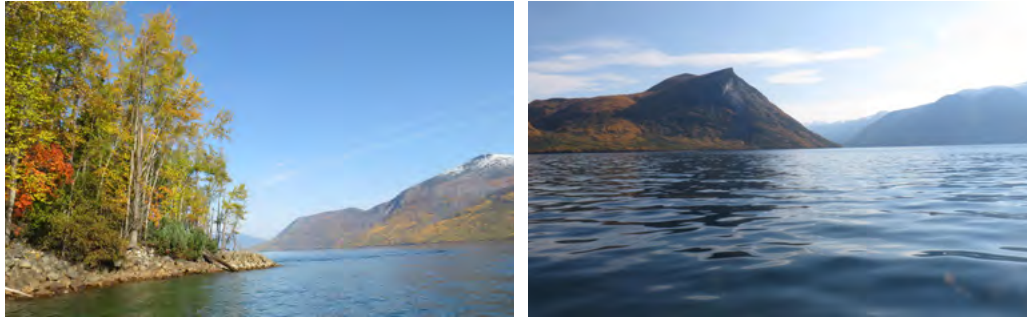
drawing an interactive map of the Pit-Gorodok village in the Severo-Yeniseisky District. As part of the project, 12 cultural and sports professionals conducted a local history research expedition through the Pit-Gorodok village. Residents of neighboring villages were also interviewed. As a result of the project, an interactive map of the village was created and two research papers were written. The map is available on the official website of the MBI Municipal Museum.

Geography:

Severo-Yeniseisky District, Krasnoyarsk Territory

Examples of Polyus Fund grant contest winning projects (continued)

A documentary on the nature of Bodaibo land



Grant holder:

Federal State Budgetary Institution Vitimsky State Nature Reserve

Contest and area:

Pole of Opportunity, Environment and Volunteering

A short documentary travel film about Bodaibo District was produced. Ten volunteers participated in filming in remote protected areas: at the Oron and Amalyk stations and the Oron Lake. The film is available on the website of the Vitimsky Nature Reserve.

Geography:

Bodaibo District, Irkutsk Region

Geocryology 2.0: scientific monitoring of permafrost



Grant holder:

Federal State Budgetary Institution of Higher Education North-Eastern State University

Contest and area:

Pole of Opportunity, Education (Competencies of the Future)

As part of the project, the installation of a comprehensive permafrost monitoring system continued at a designated site in Ust-Omchug village. Boreholes were drilled, and various sensors were installed to monitor permafrost conditions. The database on geocryological and meteorological parameters for the territory of the Magadan Region was updated based on the collected data. Students from Lomonosov Moscow State University delivered lectures for school students.

Children also participated in a field trip to the Anmangyndinskaya ice deposit and prepared three presentations and research papers for upcoming conferences. A research paper co-authored by school students was published in the proceedings of the II All-Russian Conference with international participation Digital Geography.

Geography:

Tenkinsky District, Magadan Region

Examples of Polyus Fund grant contest winning projects (continued)

ProStartup innovation project contest for rural areas and small cities



Grant holder:

Autonomous Non-Profit Organization Resource Center for Information Technology Development — Kub-A

Contest and area:

Pole of Opportunity, Education (Competencies of the Future)

The ProStartup project enhances skills in the field of innovative entrepreneurship. It includes training courses and a contest for technological projects open to innovators, aspiring entrepreneurs, school and university students. Over 300 people participated in the project's events in 2024. Participants attended a lecture series delivered by representatives from leading companies and startups in Yakutia and other regions of Russia. Students developed four demo versions of video games and took part in a regional competition. To support further project development, participants were invited to join the Republic of Sakha (Yakutia) game design community, a network of game developers and industry enthusiasts. Selected projects also qualified for the acceleration program of the Yakutia tech park business incubator, which supports startups in IT and high-tech industries.

Participants gained new video game development skills and networked with experts from the federal and regional gaming industry – all without leaving their village or district. The project attracted interest outside the republic.

[ProStartup](#)

Geography:

16 districts in the Republic of Sakha (Yakutia)

EcoTOS



Grant holder:

Yulia Sukhareva

Contest and area:

Your Territory, Nature (Environmental Initiatives)

The courtyard areas of the Druzhba territorial public administration (TOS) in Bryanka village were improved, and plastic waste containers were installed. A total of 16 charity and environmental events were held, and local residents took part in district contests and a local fair. These included a cleanup event for abandoned areas, the Kind Bottle Caps charity drive, the Floral Fantasy contest, the Trash Bag Into Good Hands contest, the Best Courtyard and the Best Vegetable Garden district contests, the Gifts of Autumn fair, the Feed the Birds This Winter initiative, the Second Life for Unwanted Items campaign and the New Year Courtyard and the New Year Figure district contests.

80 people participated in clean-up events and initiatives, and 60 residents took part in cultural and community activities.

Geography:

Severo-Yeniseisky District, Krasnoyarsk Territory

Examples of Polyus Fund grant contest winning projects (continued)

Green House recycling workshop



Grant holder:

Municipal Budget Cultural Institution Center for Leisure and Folk Art of Tenkinsky District, Magadan Region

Contest and area:

Pole of Opportunity, Nature (Environmental Initiatives)

The Green House recycling workshop was established, featuring collection bins for plastic bottle caps and equipment for a full plastic recycling cycle (bicycle shredder, injector, thermal press, etc.). Anyone can recycle plastic using the bicycle shredder and make keychains or badges.

As part of the project, quests, interactive games, a brain ring quiz, and other events were held to promote eco-friendly habits. 30% more events were held compared to the previous year. In the reporting year, 233 people participated in these events. Participants collected and sorted over 5,000 plastic bottle caps.

Geography:

Tenkinsky District, Magadan Region

More Than Precious Stones



Grant holder:

V. I. Vernadsky State Geological Museum of the Russian Academy of Sciences

Contest and area:

Pole of Opportunity, Education (Competencies of the Future)

As part of the project, 12 educational videos about precious stones were created in the format of VK clips and YouTube Shorts. The videos were published on the social media accounts of the Vernadsky State Geological Museum and the personal account of geologist I. M. Farkhutdinov. As of the end of 2024, the videos had been viewed over 180,000 times.

A webinar on precious stones was held for school students from six regions of Russia. More than 150 students and teachers from 16 schools participated in the webinar.

Geography:

Khabarovsk Territory, Magadan Region, Republic of Sakha (Yakutia), Irkutsk Region, Krasnoyarsk Territory

Development of the regions of operations

In its regions of operations, the Company implements educational and cultural initiatives, supports sports events and invests in urban development and socially significant infrastructure. Long-term cooperation agreements signed by the Company with local authorities and institutions enable Polyus to improve the quality of life for residents and strengthen the economic potential of the regions, fostering sustainable development.

Polyus takes a systematic approach to social and economic collaboration with its regions of operations, responsibly fulfilling commitments under existing agreements and entering into new ones. In 2024, the Company signed cooperation agreements with the governments of the Chukotka Autonomous District, Khabarovsk Territory, Republic of Buryatia and the administration of Bodaibo. Under the existing agreement with the government of Magadan Region, the Company signed an additional protocol in 2024, providing for expanded support for the reconstruction of the road network in Ust-Omchug village and the construction of a cultural and community center in Mayak Park.

Case study

POLYUS PARTICIPATED IN THE DEVELOPMENT OF A QUALITY-OF-LIFE INDEX FOR INDUSTRIAL CITIES

The Company participated in the development of a Quality-of-Life Index for small and medium-sized industrial cities with populations of up to 100,000 residents as part of the National ESG Alliance initiative. The Index helps assess quality of life in small cities, identify priorities for improvement, measure social impact effectiveness and build a sustainable urban environment. The Index evaluates 70 criteria across 11 key areas. The project covered 120 populated areas in Russia, including five cities where Polyus operates.

Bodaibo ranked among the top in the Income and Employment category, reflecting high employment rates and household incomes. Ust-Omchug led the Leisure Time category due to its well-developed recreational infrastructure and public spaces. Nizhny Kuranakh significantly outperformed other cities in its cluster in the Income and Employment and Health categories, indicating a good economic status and high-quality healthcare services. Lesosibirsk scored above average in the Education category within its cluster, highlighting the city's strong educational infrastructure and teaching staff. Aldan emerged as a leader in the Health category, driven by high access to medical services and resident satisfaction with their quality.

Lesson learned

Both official statistics and resident surveys were used to assess the living conditions in the cities, including feedback from Company employees. The surveys helped identify the most pressing issues for residents and align them with findings from statistical data. The study also identified key areas for development, enabling the creation of targeted measures to strengthen social infrastructure and improve the quality of life in the cities.



#DEVELOPMENTOFREGIONS

Selected significant social and economic development projects

1 Federal projects

Long-term partnership with:

- Moscow Kremlin Museums
- Connection fund for supporting deaf-blind people
- People-Lighthouses charity fund

2 Magadan Region

- Upgrading of school infrastructure in the Tenkinsky District (Ust-Omchug)
- Completion of the Premier cultural and community center in Mayak Park
- The Nansen lecture series in Magadan
- Opening of a new educational and laboratory building at the Magadan Polytechnic College: an education-industry cluster focused on mining
- Acquisition of the Sunny City children's playground, I See the World Through Magadan Windows photo album
- Urban development in the Tenkinsky Urban District
- Russian North first all-Russian TV festival
- Support for biodiversity research in the Chersky National Park under the Polyus Conservation Area program

>270
Number of implemented projects

\$97.2 mln
Support of regional and federal projects

3 Irkutsk Region

- Organization of labor environmental teams
- Purchase of a motor grader for road maintenance in Bodaibo District
- Hosting of the Russian Boxing Championship
- Co-financing of the renovation of the Vitim Cultural and Leisure Center
- Support for the Vitimsky Nature Reserve, including animal feeding, trap installation and wildfire prevention efforts under the Polyus Conservation Area program

4 Republic of Sakha (Yakutia)

- Co-financing of film and animation projects with Yakut studios and creative teams
- Development of the Children's Playground Park in Nizhny Kuranakh village as part of the Creating a Comfortable Urban Environment national project
- Co-financing of the construction of an indoor ice hockey rink in Nizhny Kuranakh village
- The Gold is Nearby exhibition in Yakutsk
- Research studies on the current status of the Asian grouse in the Republic of Sakha (Yakutia) under the Polyus Conservation Area program

5 Krasnoyarsk Territory

- Dreams of Siberia immersive exhibition
- Collaboration with GEOS, the Museum of Geology of Central Siberia
- Support for the Krasny Yar rugby club
- Polyus Golden Season theater contest
- Territoriya Krasnoyarsk Modern Art Festival
- Spring Cup rhythmic gymnastics tournament
- The Nansen Encounters lecture series
- Support for educational projects of GEOS, the Museum of Geology of Central Siberia
- Renovation of the mineralogy hall at the Museum of Geology of Central Siberia
- Zhara Half Marathon
- Weekend Club project for families with adopted children
- New Year's venue at the Ostrov River Club
- OSTENGRUPPE poster art exhibition as part of the Territoriya Krasnoyarsk festival
- Bird collision prevention project under the Polyus Conservation Area program
- Publication of the brochure Remarkable Species of the Krasnoyarsk Pillars National Park under the Polyus Conservation Area program

6 Khabarovsk Territory

- Renovation of a club in Udinsk
- Project for conducting bioengineering measures to support the feeding grounds of the Amur tiger in the Anyuysky National Park under the Polyus Conservation Area program

- Culture
- Territory development
- Sports and health
- Disadvantaged social groups
- Education
- Environment

For more information on the projects implemented under the Polyus Conservation Area program, see the Environmental Stewardship section.

Krasnoyarsk Territory

Polyus' largest deposits, Olimpiada and Blagodatnoye, are located in Krasnoyarsk Territory.

In 2024, charity and sponsorship activities focused on culture, disadvantaged social groups, education, territory development, associations and unions, as well as sports and health.

Charity and sponsorship projects implemented:

40

**#PROJECTS
IN KRASNOYARSK
TERRITORY**

Selected projects in Krasnoyarsk Territory

Case study

DREAMS OF SIBERIA IMMERSIVE EXHIBITION

Polyus became a partner of the Dreams of Siberia project educational program. The exhibition was organized by the Tavolga foundation for science and cultural development. More than 90 fascinating archaeological artifacts and over 200 contemporary art pieces were selected for the project from museums across cities ranging from St. Petersburg to Vladivostok. The exhibition immerses visitors in a journey through time and space with zoomorphic artifacts, shamanic masks and portraits of ancient warriors and gods.

The project's educational program was launched alongside the exhibition opening. The program includes lectures by leading experts in history, archaeology and ethnography, a series of workshops for children and adults, as well as inclusive activities: an art lab for autistic teenagers, guided tours with audio descriptions and tactile models and tours using Russian Sign Language.

Lesson learned

The exhibition attracted strong public interest and a large number of visitors. In Krasnoyarsk, the exhibition has welcomed 26,000 visitors since its opening.



Culture

КУЛЬТУРА
НАЦИОНАЛЬНО-ПАМЯТНИКОВ
ПРОЕКТА
РОССИИ



Case study

TERRITORIYA. KRASNOYARSK MODERN ART FESTIVAL AND OSTENGRUPPE POSTER ART EXHIBITION

Territoriya Modern Art Festival is an annual event held with support from Polyus in the Company's regions of operations. Krasnoyarsk was the festival's third venue. Part of the theater program featured winners of the ninth Polyus Golden Season contest. The festival had a busy program that included theater performances, choreographic performances, poetry slams and art exhibitions.

As part of the festival, the Ostengruppe art collective presented a graphic design exhibition titled Events in Posters: 2002–2012 at the Ploschad Mira Museum Center. The exhibition featured posters for theater performances, music events, exhibitions and festivals, showcasing key cultural events from 2002 to 2012. The exhibition was held in collaboration with the Moscow Museum of Contemporary Art and featured 80 artworks.

Lesson learned

The festival showcased a successful fusion of various forms of contemporary art and fostered cultural exchange between creative teams from Moscow and the regions. The festival featured 36 events and was attended by over 6,000 visitors. Ostengruppe's exhibition offered a unique opportunity to explore outstanding examples of Russian applied graphics from the early 21st century.



Culture

КУЛЬТУРА
НАЦИОНАЛЬНО-ПАМЯТНИКОВ
ПРОЕКТА
РОССИИ



Selected projects in Krasnoyarsk Territory (continued)

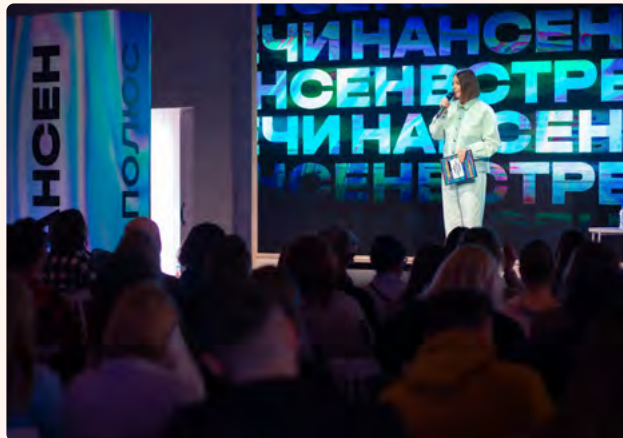
Case study

THE NANSEN ENCOUNTERS LECTURE SERIES

Nansen Encounters is a special lecture series format designed to create a space for sharing knowledge and ideas. Throughout the day, hundreds of Krasnoyarsk residents listened to talks given by Moscow-based and local speakers. The event took place in April 2024 at the Sosny event space. All the talks were united by the theme of Future Simple: a future that is simple and not frightening. Invited speakers included physician and science journalist Alexey Vodovozov, archaeologist Vasily Novikov, forecaster Alexander Chulok, stylist Nikolay Ovchinnikov and journalist Mikhail Kozhukhov.

Lesson learned

Over 300 people attended the popular science lectures. In 2025, the series are planned to be held on a larger scale as a two-day event.



Case study

ZHARA HALF MARATHON

Polyus supports the Zhara Half Marathon each year. This is one of the largest running events in Krasnoyarsk, bringing together thousands of amateur and professional athletes every year. In the reporting year, the program featured 2 km, 5 km, 10 km and 21.1 km races, as well as children's and inclusive events.

Lesson learned

In 2024, the Zhara Half Marathon attracted over 4,000 participants from Krasnoyarsk and other regions of Russia – 1,000 more than the previous year. Fifty Polyus employees took part in the races together with their families.



Case study

WEEKEND CLUB PROJECT FOR FAMILIES WITH ADOPTED CHILDREN

For the ninth year in a row, the Weekend Club charity project for foster families was held in Krasnoyarsk Territory with support from Polyus. This year's main program was dedicated to the Year of the Family. The project is implemented in collaboration with the editorial team of Komsomolskaya Pravda and the Center for the Development of Family Forms of Education. Throughout the month, events were held for families raising children from orphanages. Club members visited the House of National Unity for a cooking masterclass, took part in a night of reading at the regional scientific library, explored geology at the GEOS Museum and learned to craft traditional folk toys at the Uspensky historical center. Participants particularly enjoyed the cooking masterclasses, history and geology workshops and creative sessions.

Lesson learned

More than 50 families took part in the project. Parents noted that these gatherings helped strengthen family bonds and made it easier for children to adapt to new environments.



Irkutsk Region

The Irkutsk Region is home to the Verninskoye and Sukhoi Log deposits.

In 2024, charity and sponsorship activities focused on regional development, support for disadvantaged social groups, education and science, sports and healthy lifestyle, culture and the environment.

Charity and sponsorship projects implemented:

54

**#PROJECTS
IN IRKUTSK
REGION**

Selected projects in Irkutsk Region

Case study

CO-FINANCING THE RENOVATION OF THE VITIM CULTURAL AND LEISURE CENTER

The Company has been supporting this project for over six years. In December 2024, a new wing of the Vitim Cultural and Leisure Center was officially opened. It houses a choreography studio, choir room and a space for cultural and intellectual gatherings. As a result, the Bodaibo Vitim Cultural and Leisure Center has been fully renovated. To celebrate the opening of the new wing, the Vitim Cultural and Leisure Center hosted a festive event and invited everyone who contributed to the renovation.

Lesson learned

The project created a modern space for cultural and creative development for local residents.



Case study

ORGANIZATION OF LABOR ENVIRONMENTAL TEAMS

Polyus funds an annual summer youth employment project. Teenagers participating in the project help maintain sports facilities and clean streets in Bodaibo. Under the social and economic partnership agreement with the city administration, the Company pays wages to labor team members and covers the cost of their meals. Polyus, together with the city administration, provides them with tools and workwear. Project organizers strictly follow labor laws: teenagers aged 14 and above work no more than four hours a day outdoors in favorable weather conditions.

Lesson learned

The project helps instill a sense of responsibility in children for their work and their city. In addition, the project helps keep sports facilities and public recreation areas clean.



Selected projects in Irkutsk Region (continued)

Case study

PURCHASE OF A MOTOR GRADER FOR ROAD MAINTENANCE IN BODAIBO DISTRICT

In the reporting year, Polyus acquired a domestically produced DZ-250 motor grader for the Road Service of Irkutsk Region. The equipment will be used for road repairs and grading in Bodaibo District.

Lesson learned

Acquiring new equipment will improve the quality of road maintenance and repairs.



Case study

RUSSIAN BOXING CHAMPIONSHIP

In October 2024, the 33rd Russian Boxing Championship was held in Irkutsk with support from Polyus. Around 400 top athletes competed for medals. The top athletes were determined across 13 weight categories. The tournament prize fund totaled \$281 thousand: winners received \$16.2 thousand each, silver medalists \$2,701 and bronze medalists \$1,350. Participants were provided with a rich sports and cultural program featuring renowned boxers, including Olympic champions.

Lesson learned

The Russian Boxing Championship, organized with support from Polyus, was a significant federal-level event for Irkutsk and the region. By supporting the championship, the Company demonstrated its commitment to promoting sports and a healthy lifestyle.



Republic of Sakha (Yakutia)

The Republic of Sakha (Yakutia) is home to the Kuranakh deposit.

In 2024, charity and sponsorship activities focused on culture, disadvantaged social groups, education, territory development, associations and unions, as well as sports and health.

Charity and sponsorship projects implemented:

26

**#PROJECTS
INYAKUTIA**

Selected projects in the Republic of Sakha (Yakutia)

Case study

THE GOLD IS NEARBY EXHIBITION IN YAKUTSK

In late 2024, the Gold is Nearby exhibition opened in Yakutsk: a joint project organized by Polyus and the Polytechnic Museum (Moscow) dedicated to the 100th anniversary of gold mining in Yakutia. The exhibition is held at the Historical Multimedia Park Russia – My History. The display explores the origins of gold, its role in culture, finance and technological advancement, as well as the history of gold mining and the latest technologies used in the industry today.

The exhibition features multimedia content and models prepared by Polyus that visually demonstrate the processes of ore extraction and processing at the Kuranakh processing plant and heap leaching site.

Lesson learned

The Gold is Nearby exhibition presents gold mining technologies in an engaging and accessible way for a wide audience. It also serves as a career guidance tool for students and young professionals and is designed to spark interest in careers within the gold mining industry. The exhibition welcomed over 2,500 visitors.



Case study

DEVELOPMENT OF THE CHILDREN'S PLAYGROUND PARK IN NIZHNY KURANAKH VILLAGE AS PART OF A NATIONAL PROJECT (CREATING A COMFORTABLE URBAN ENVIRONMENT FEDERAL PROJECT)

Polyus participated in the implementation of the Housing and Urban Environment national project. With the Company's involvement, the Children's Playground Park was built and upgraded: it features an amphitheater, photo zones, observation decks, a children's playground, small architectural elements and unique lighting design.

Lesson learned

The Children's Playground park was officially opened in September 2024. The project was a successful example of collaboration between business and local authorities in developing a comfortable urban environment. The newly developed space has already attracted local residents and become a popular family-friendly destination.



Selected projects in the Republic of Sakha (Yakutia) (continued)

Case study

CO-FINANCING THE CONSTRUCTION OF AN INDOOR ICE HOCKEY RINK IN NIZHNY KURANAKH

A hockey rink built with support from Polyus was officially opened in the village of Nizhny Kuranakh. The rink will be used as a training venue for three hockey teams: adults, juniors and children. The teams regularly participate in district and regional competitions.

Lesson learned

The commissioning of the hockey rink in 2024 marked an important step in the development of the region's sports infrastructure. The opening of the rink helped popularize hockey in the village and became a community hub, promoting an active and healthy lifestyle among residents.



Case study

CO-FINANCING A FILM PROJECT

The Company supports a film project by Yakut film studios and creative teams. The goal is to produce a patriotic film while boosting the development of the film industry in the Republic of Sakha (Yakutia).

The film tells the true story of an IT entrepreneur. The film premiered in the spring of 2025 and was seen by around 18,000 people within the first four days of its release.

Lesson learned

The project aims to support the culture and traditions of the peoples of Yakutia and promote the development of regional cinema.

#PROJECTS INYAKUTIA

Magadan Region

Magadan Region is home to the Natalka deposit.

In 2024, charity and sponsorship activities focused on territory development, education, culture, sports and health and disadvantaged social groups.

Charity and sponsorship projects funded:

20

**#PROJECTS
INMAGADAN
REGION**

Selected projects in Magadan Region

Case study

COMPLETION OF THE PREMIER CULTURAL AND COMMUNITY CENTER IN MAYAK PARK

In line with the social and economic cooperation agreement with the government of Magadan Region, the Company completed funding for the construction of the cultural and community center in Mayak Park. The project was implemented as part of the Creating a Comfortable Urban Environment federal initiative and the Housing and Urban Environment national project. The goal is to create a modern public space that combines cultural, educational and tourism functions, thereby helping to improve the quality of the urban environment. The cultural and community center is equipped with modern technology, enabling high-quality cultural events and activities.

Lesson learned

The Premier cultural and community center is scheduled to open next year. Mayak Park will become a modern space combining cultural, community and tourism functions, making the region more attractive to both residents and visitors.



Case study

THE NANSEN LECTURE SERIES IN MAGADAN

The Nansen lecture series, organized by Polyus in collaboration with the Krasnoyarsk media group Prima, were held in Magadan for the first time. As part of the event, seven speakers delivered 14 lectures at the Magadan Musical and Drama Theater on a wide range of topics, from space travel and population of the Arctic to the life and work of Alexander Pushkin, archaeology and more. The educational lecture series brought together leading experts, scientists and cultural figures to share their knowledge and experience. Speakers included anthropologist Stanislav Drobyshesky, physician and science journalist Alexey Vodovozov, archaeologist Vasily Novikov, forecaster Alexander Chulok, director of the Museum of Russian Impressionism Yulia Petrova and writer and TV host Igor Obolensky.

One of the forum's distinctive features was its immersive format, which allowed the audience not just to sit in the hall but also to step out for coffee, sit on the floor, greet speakers and ask questions outside of formal sessions.

Lesson learned

The event was attended by about 1,000 people, including representatives from regional government bodies. The Nansen series marked an important step toward building an active intellectual community in Magadan Region that is ready to tackle today's challenges. Polyus continues to support initiatives that open up new opportunities for the development of the region and its residents.



Selected projects in Magadan Region (continued)

Case study

OPENING OF A NEW EDUCATIONAL AND LABORATORY BUILDING AT THE MAGADAN POLYTECHNIC COLLEGE

Polyus is a participant in the Professionalitet federal project, which is aimed at collaborating with educational institutions in Magadan Region. In 2024, as part of the project, a new educational and laboratory building was opened at the Magadan Polytechnic College — an education-industry cluster focused on the mining industry. In collaboration with the region's leading industrial enterprises, Polyus funded the equipment for modern training and production facilities and laboratories to provide students with hands-on experience in conditions closely simulating real industrial processes, ensuring high-quality, job-oriented education using new equipment, with the involvement of employers and industry experts.

Additionally, the Company allocated funds to improve living conditions in the dormitory and created a branded Polyus classroom at the Mining College¹. The classroom is equipped with advanced technology for students and Company employees undergoing professional retraining.

Lesson learned

Participating in the Professionalitet project enables the Company to tailor the training of specialists to its specific workforce needs, while also supporting the development of young professionals and improving the overall level of education in the region.



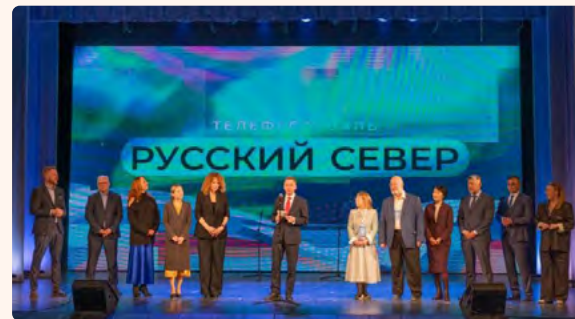
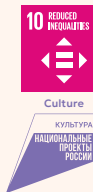
Case study

RUSSIAN NORTH FIRST ALL-RUSSIAN TV FESTIVAL

The Company supported the Russian North first all-Russian TV festival, organized by the All-Russia State Television and Radio Broadcasting Company's branch in Magadan, the Governor and the Government of Magadan Region. The festival aims to draw attention to the culture of northern regions, its people, traditions and nature. The TV festival took place at the Magadan State Musical and Drama Theater and brought together television journalists and documentary filmmakers from across the country. A total of 140 films from over 40 Russian regions participated in the contest. Sixteen documentary films made it to the finals. The festival's finalists included documentaries on the construction of the railroad from Yakutia to Kolyma, pilot Mikhail Vodopianov and explorer Semyon Dezhnev, as well as films about polar bears and a rural teacher from the remote Kolyma region.

Lesson learned

The Russian North TV festival was a significant cultural event for Magadan Region, highlighting the richness and uniqueness of Russia's northern regions. The festival will continue to grow in 2025, strengthening its role as a key platform for promoting the culture and heritage of the North.



Case study

UPGRADING THE SCHOOL INFRASTRUCTURE IN TENKINSKY DISTRICT

As part of a comprehensive approach to improving Tenkinsky District, in 2024 Polyus supported the major renovation of a school in Ust-Omchug village. The project is being implemented as part of the Upgrading School Education Systems federal program of the Ministry of Education of the Russian Federation. In the reporting year, the Company allocated funds for the installation of a ventilated facade, construction of a drainage apron and the renovation of the school's entrance areas.

Lesson learned

The upgrade improved learning conditions for over 350 students in the district. These improvements create modern, comfortable learning environments and support the development of the district's educational infrastructure.



¹ Magadan Regional State Autonomous Vocational Educational Institution Mining College.

Khabarovsk Territory

Khabarovsk Territory is home to the Chulbatkan exploration project.

In 2024, charity and sponsorship activities focused on culture, disadvantaged social groups, sports and health, education, the environment and territory development.

Charity and sponsorship projects implemented:

8

Selected projects in Khabarovsk Territory

Case study

RENOVATION OF A CLUB IN UDINSK

In 2024, Polyus continued to fund renovation works at a club in Udinsk, Polina Osipenko Municipal District. Under the project, exterior renovation work was completed, including insulation, siding installation, roof replacement and the installation of new windows and doors. Interior spaces were renovated, the heating system was restored and electrical wiring was upgraded.

Lesson learned

The town club in Udinsk serves as a cultural hub for local residents. The renovation will enable a wider range of events to be held in modern and comfortable conditions.



Metrics and goals

Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Maintain the weighted average level of social investments. Increase the total prize fund for Polyus Fund grant contests	Polyus Fund expanded the prize fund for its grant contests and increased the number of supported projects by 25%	Achieved
Expand Polyus Fund's grant contest in Yakutia and include Khabarovsk Territory within the charity fund's scope of work	Polyus Fund expanded its activities and included Polina Osipenko Municipal District, Khabarovsk Territory in its operations	Achieved
Develop the environmental and cultural focus within the charity fund's activities and explore the possibility of launching Polyus Fund's flagship environmental project in the regions of operations	In 2024, the number of applications and projects supported by the Company increased in both the environmental and cultural categories. The Company's flagship environmental project remains Polyus Conservation Area	Achieved
Host the Nansen lecture series in Magadan	The Nansen lecture series took place in Magadan for the first time, attracting around 1,000 attendees	Achieved
Host the ninth Polyus Golden Season regional theater contest and the Territoriya Krasnoyarsk Modern Art Festival	Polyus hosted the ninth annual Polyus Golden Season regional theater contest and the third installment of the Territoriya contemporary art festival – Territoriya. Krasnoyarsk	Achieved
Complete funding for the construction of the cultural and community center in Mayak Park in Magadan	The Company completed the construction of the cultural and community center in Mayak Park and prepared the facility for commissioning in 2025	Achieved
Expand collaboration with federal partners to implement joint social initiatives	The Company continues to collaborate with existing federal partners, including the Moscow Kremlin Museums, the Connection fund and others	In progress

#PROJECTS IN Khabarovsk Territory

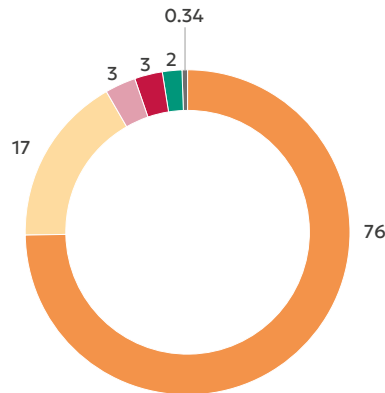
GRI 203-1

GRI 14.9.3

MED 34

In 2024, key funds were directed to federal and regional projects for the development of Russian territories, including regions in Western and Eastern Siberia, the Far East and other areas¹.

Breakdown of social support spending, federal and regional projects, %



- Territory development
- Disadvantaged social groups
- Education
- Sport and health
- Unions and associations
- Other areas: Culture, Polyus Fund, Environment

Polyus awards and achievements

In 2024, Polyus received widespread recognition for its significant contributions to charity, sponsorship and social initiatives. Polyus' environmental stewardship, innovation, culture

and professional development projects have received awards and prizes. The Company won multiple awards and received numerous letters

of appreciation, demonstrating its high professional standards, strong corporate social responsibility and commitment to development in these areas.

Awards and prizes for charity and sponsorship projects in 2024

Award	Nomination	Project
 9th RuPoR award for the development of public relations	Event Communications, 1st place Cultural and Educational Projects, 2nd place	The Nansen educational and awareness lecture and coffee series The Gold is Nearby exhibition in Yakutsk, organized by Polyus in partnership with the Polytechnic Museum
 25th anniversary KonTEKst communication award	Best Image Communication Project	The Gold is Nearby exhibitions
 The Land of Discoveries geobrand festival	Territorial Geographic Uniqueness and Natural Beauty, 1st place	The Gold of Discoveries documentary mini-series, a joint project by Polyus and the Degrees of Discovery travel team
 AKMR Digital Communications Awards	Best Corporate Video	Polyus Conservation Area: Talan Island video
 LOUD – a St. Petersburg communications award	PR Art & Culture, 1st place	Polyus Golden Season theater contest in the Company's regions of operation
 MineMovie 2024	Best Film on Environmental Projects	Polyus Conservation Area: Talan Island

Only topical awards and achievements are listed. For more information on other sustainability-related awards, see the Sustainability Management section.

In 2024, Company experts actively shared their experience in implementing social and charity initiatives at various events and forums. The Company's representatives delivered lectures and presentations at several public forums focused on sustainable development, corporate social

responsibility and charity. The speakers participated in cultural and educational events and at the opening ceremonies of initiatives led by Polyus. Additionally, the Company participated in major business events during the reporting year, including the St. Petersburg International Economic Forum,

the Eastern Economic Forum, the Krasnoyarsk Economic Forum, the Moscow Financial Forum, the St. Petersburg International Gas Forum and COP29 (the UN Climate Change Conference).

¹ These social initiative expenses also included \$1.25 million for charity and \$1.35 million for sponsorship.

Indigenous peoples

GRI 411-1

GRI 14.11.2

MED 40

In its business, Polyus takes into account the interests of indigenous peoples living in the regions where the Company operates. The Company's Human Rights Policy sets out a commitment to respect the values, cultural traditions and customs of local communities.

Internal documents, such as the [Stakeholder Engagement Policy](#), the [Standard for Engagement with Indigenous Peoples](#) and the [Resettlement Standard](#), regulate engagement with indigenous peoples and ways to minimize the Company's impact on their lives and culture. Polyus strictly follows Russian legislation and adheres to international standards in this area.

Indigenous community members can use Polyus' hotline to submit inquiries or grievances. In 2024, there were no reported Company violations of the rights of indigenous peoples. No related grievances or reports were received by the Company or regulatory authorities.

In 2024, as in previous years, the Company actively engaged with indigenous communities in its regions of operations, placing special emphasis on preserving their cultural heritage and traditions. Polyus continued its cooperation with the Regional Association of Indigenous Northern Minorities of Khabarovsk Territory.



Case study

SUPPORT FOR THE PRESERVATION OF NATIVE LANGUAGES IN THE AMUR REGION

In late 2024, the Company and the Regional Association of Indigenous Northern Minorities of Khabarovsk Territory signed an agreement to develop a project aimed at preserving the native languages of the Amur region's peoples. The first phase of the project will involve the creation of an audio archive in the Nanai language. Native Nanai speakers will record books in their language, from children's tales and folklore to works by Far Eastern writers.

After the Nanai language, audio collections will be created for the Negidal, Ulch and other indigenous languages of Khabarovsk Territory. The recordings will be made available on Polyus Fund's website.

Lesson learned

Polyus' project aims to raise interest in the culture and traditions of the indigenous peoples of the Amur region. Linguists can use the collected audio files to develop educational materials and online translators for anyone interested.



The Kuranakh site underwent ethnological assessment in late 2024 under the project documents for the Ethnological Impact Assessment in the Traditional Settlements and Economic Activity Areas of Indigenous Northern Minorities, within the broader project of Development of the Ust-Seligdar Sand Deposit. The assessment takes into account the fact that the work is carried out in the traditional settlements of the indigenous Northern minorities.

The Company also supported the organization and implementation of cultural events aimed at preserving local identity. Polyus Fund supported several projects developed by local residents.

- The Many Faces of Bodaibo Russian cultural ethnic festival was held in Bodaibo, with the participation of over 15 families, who showcased 80 traditional national costumes.
- An interactive map of Pit-Gorodok village in Severo-Yeniseisky District was developed, based on a local history research expedition organized for this purpose.
- In Polina Osipenko village, the Wildlife of Our District exhibition hall was opened, featuring new animal exhibits.
- The Company supported the Giva folk song and dance ensemble from Bulava village, Ulch Municipal District, Khabarovsk Territory, to participate in the Day of Indigenous and Minority Peoples of Khabarovsk Territory festival.

Additionally, Polyus supported the administration of the Bellet Evenk National Nasleg municipal territory in purchasing equipment for firefighting, road maintenance and snow clearance. The Company

also supported creative activities for children in Bellet Nasleg and provided several containers of clothing to local families.

Case study

SUPPORT FOR THE STUDY OF SAKHA FOLKLORE

In 2024, Polyus Fund supported a project in Nizhny Kuranakh aimed at teaching the culture and traditions of the Sakha people in local schools. Sixty-four students from elementary and middle school explored Yakut folklore genres and learned to play traditional musical instruments: khomus, kupsur (drums), jaga and sikiir. A total of 48 sessions were held.

Lesson learned

The Company's support for the project reflects its commitment to preserving and exploring local folklore and traditions.



Case study

PROMOTION OF THE PRESERVATION OF INDIGENOUS TRADITIONS THROUGH THEATER PRODUCTIONS

The winner of the ninth Polyus Golden Season theater contest, supported every year by the Company, was the Young Spectators Theater of the Republic of Sakha (Yakutia) for its production of The Lower Depths, based on the play by Maxim Gorky. The theater received a grant, which it used in part to expand its repertoire.

The theater staged the play A Photo Without Me, based on a story by Viktor Astafyev. However, the play's setting is moved to a village in Yakutia, and a new character is introduced to reflect the unique identity of the Sakha people. The play explores the encounter between two generations: the indigenous northern people with a traditional way of life and modern youth.

Lesson learned

The play highlights the importance of traditional culture in today's world. Polyus aims to raise public awareness of the traditional culture of the indigenous Northern minorities.



Plans for 2025 and the medium term

- ✓ **CONTINUE IMPLEMENTING SOCIAL AND ECONOMIC COOPERATION AGREEMENTS AND RELATED PROJECTS**
- ✓ **EXPAND THE ACTIVITIES OF POLYUS FUND, INCLUDING INCREASING THE GRANT POOL AND BROADENING ITS REACH**
- ✓ **LAUNCH POLYUS FUND'S FLAGSHIP PROJECT TO IMPROVE ACCESS TO CULTURAL CONTENT IN REMOTE AND HARD-TO-REACH COMMUNITIES**
- ✓ **BEGIN DEVELOPING POLYUS' SOCIAL IMPACT MAP, SHOWCASING KEY PROJECTS SUPPORTED BY THE COMPANY AND POLYUS FUND, ALONG WITH RELEVANT INFORMATION**
- ✓ **HOST THE 10TH ANNIVERSARY POLYUS GOLDEN SEASON THEATER CONTEST**
- ✓ **HOST THE SECOND TERRITORIYA IRKUTSK FESTIVAL**
- ✓ **ORGANIZE THE GOLD IS NEARBY EXHIBITION IN A NEW FORMAT**
- ✓ **CONTINUE SUPPORTING INDIGENOUS PEOPLES**



#TOPSTANDARD



G OVERNANCE

GOVERNANCE

Ethics, anti-corruption compliance and human rights

- 159 Anti-corruption
- 164 Respect for human rights
- 167 Plans for 2025 and the medium term

Digitalization and information technologies

- 170 Digitalization for supporting operational excellence
- 175 Information security
- 178 Plans for 2025 and the medium term

Economic Performance

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- 183 Tax policy
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Sustainable supply chain

- 188 Requirements for suppliers and contractors
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- 193 Plans for 2025 and the medium term

Capital

- Human capital

Stakeholders

- Employees and contractors
- Government and regulators
- Local and indigenous communities
- NGOs and industry organizations

UN SUSTAINABLE DEVELOPMENT GOALS



ETHICS, ANTI-CORRUPTION COMPLIANCE AND HUMAN RIGHTS

159 Anti-corruption

164 Respect for human rights

167 Plans for 2025 and the medium term

Material topics

PRIORITY 1

- Business ethics and anti-corruption

PRIORITY 3

- Human rights

Key events

- The anti-corruption training course has been updated
- A functional model has been developed to monitor corruption risks

1,230 employees
received anti-corruption training

0 instances
of Company prosecutions
for corruption offenses

56 enquiries
received regarding ethics
and corruption



Anti-corruption

Management approach

GRI 2-23

GRI 3-3

GRI 14.22.1

Polyus conforms to high ethical standards and Russian and global best practices in all its operations. The Company is committed to responsible business practices and aims to build open and long-term relationships with its employees, shareholders, counterparties and all stakeholders. The Company's ethical standards are based on its corporate values.

Our responsible business principles are based on:

- Zero tolerance toward corruption and bribery
- Business openness and transparency
- Respect for the rights of all our stakeholders

The Company has a [Code of Corporate Conduct](#) that sets out the ethical business standards and key rules of conduct in Polyus.

The Code presents information in a way that is easy to understand. It contains practical real-life case studies to help workers make the right decisions. This is how Polyus builds a corporate culture in which ethical behavior is mandatory and that actively encourages employees who show initiative in preventing unlawful acts.

Corporate values



Case study

CASE STUDY FROM THE CORPORATE CODE OF CONDUCT

A section in the Code dedicated to conflicts of interests describes the following case. A procurement officer was contacted by a friend and asked to provide an electronic list of the Company's suppliers. He wanted to send out his business newsletter by email. The Code clearly states that this is unacceptable, as the suppliers' data is confidential. Distributing confidential details to third parties is a misuse of the Company's assets.

Lesson learned

The case studies presented in the Code help employees understand how to behave appropriately in situations with a higher risk of corruption or conflict of interest.



Business standards and rules of conduct outlined in the Code of Corporate Conduct

Employee interaction

We are each part of a team that embodies the corporate culture. Therefore, when dealing with colleagues, all employees must follow the rules of business conduct and the relevant Company regulations.

Interaction with business partners

We represent the Company and its interests in the business environment and in relationships with counterparties and other market participants. We remain focused on the Company's reputation and comply with the relevant documents and rules of conduct set out by the Code.

Social interaction

Polyus' operations are closely connected with multiple social interests. The Company plays a major role in the regions of its operations and impacts society as a whole.

The provision of sufficient anti-corruption measures is a key task of the Company's operations. Polyus demonstrates zero tolerance toward corruption in any form and actively counters bribery and fraud. In its activities, the Company complies with both the applicable legislation and the internal [Anti-Corruption Compliance Policy](#), accounting for the requirements of stakeholders. This document sets out the key principles, regulations and procedures for combating corruption, building the anti-corruption compliance system and allocating responsibilities and functions among designated parties and describes operational anti-corruption procedures. The Policy extends to all Polyus employees.

Polyus' approach to anti-corruption is based on 10 principles outlined in the Anti-Corruption Compliance Policy that provide for the Company's long-term stability.

In 2024, Polyus monitored applicable laws, assessed the results of internal investigations and identified the needs of stakeholders. As a result of these measures, it was concluded that no significant changes to the Company's regulations were required. Therefore, the existing policy was not revised.

The corporate anti-corruption system is rolled out at all hierarchical levels. In 2024, no significant changes were made to the anti-corruption management structure.

Anti-corruption principles



Anti-corruption management structure

Authorized persons and units	Functions
CEO	- Determines the strategic areas of the anti-corruption system - Allocates resources required for anti-corruption compliance - Signs and approves internal documents on anti-corruption
Authorized Person	- Monitors actions taken as part of the Company's anti-corruption policy - Organizes and supports the system for informing and advising the employees on anti-corruption matters
Anti-Corruption Office	- Initiates the elaboration and implementation of internal documents and practical measures to combat corruption - Identifies and analyzes potential corruption risks - Continuously monitors changes to anti-corruption legislation to adapt the Company's operations as required - Facilitates communication between the Company's departments, employees and third parties on combating corruption
Internal Audit	- Conducts audits based on internal investigations that identify deficiencies in internal control and business process risk management that may enable corruption, corporate fraud and financial misconduct - Informs top managers of facts identified during audits that indicate the presence of prerequisites for corrupt practices, corporate fraud and financial misconduct
Recruitment and HR Development	- Arranges and conducts trainings to ensure that employees understand the principles of the Anti-Corruption Compliance Policy - Conducts anti-corruption training sessions

Strategy

Polyus' operations and planned anti-corruption activities did not change compared to the previous reporting period. The Company's anti-corruption measures are in line with the Anti-Corruption Compliance Policy.

GRI 205-2

Raising employee awareness of anti-corruption measures is a key task of Polyus' strategy. The Company has created and actively runs an anti-corruption training course. The course focuses on aspects the employees must know that involve personal liability for corruption offenses. The course includes case studies related to conflicts of interests and offering and receiving gifts. In 2024, Polyus revised its training course to include more practical issues and case studies of incidents that may occur.

The Company is developing its information and analytical system for the prevention of corruption and corporate fraud. The system is being tested; it has already proven to be effective and employees have provided positive feedback.

Polyus' demonstrates its commitment to ethical standards of conduct through its in-house procedures and its interactions with business partners, who are expected to comply with the high standards outlined in public documents. Before starting work with a business partner, Polyus evaluates its anti-corruption policies. Polyus expects that its business partners conduct their business with integrity, observe ethical standards, avoid

engaging in illegal activities, comply with legislation and internal policies and train their employees on ethical conduct and anti-corruption as set out in the [Supplier Code of Conduct](#).

In addition, Polyus is improving its automated systems aimed at preventing non-compliances in the course of regular procedures that involve the highest compliance risks, including during commercial operations and interaction with external stakeholders; it is also developing programs to replace the systems that have left the market. Polyus is reducing corruption risks in the most exposed areas through the development of automated compliance systems.

[For more information on procurement procedures, see the Sustainable Supply Chain section.](#)

GRI 206-1

Polyus follows the principles of fair competition, transparency and good faith and avoids any actions aimed at limiting competition and abusing market power. The Company strictly complies with all relevant legislation, constantly monitors changes in competition laws and mitigates the risks of penalties and other sanctions. The Company is not subject to competition laws and special rules in this area, and Polyus' corporate documents regulating procurements incorporate all the required principles and procedures aimed at ensuring transparency and fair competition in procurement procedures. In 2024, there were no pending or completed legal proceedings arising from violations of competition law.

Risk management

GRI 205-1

MED 41

GRI 14.22.2

Polyus is building an effective corruption risk management system. The Company takes a system-based approach to assessing corruption and fraud risks and conducts regular monitoring to promptly identify vulnerabilities and make the necessary management decisions. Risk assessment considers the activities of each department, highlighting areas associated with higher corruption or fraud risks. In 2024, the group conducted an initial assessment of corruption risks for all Polyus' departments. As a result of the assessment, the Company identified job positions exposed to higher corruption risks, which are held by 16.5% of employees. At least once a year, Polyus revises these assessments by engaging security and risk management specialists. There were no significant changes in the corruption risk assessment in 2024.

Case study

DEVELOPMENT OF A FUNCTIONAL MODEL FOR MONITORING CORRUPTION RISKS

Polyus' experts together with the Polyus Digital team have developed a detailed chart of control procedures for preventing corruption risks. The project is a functional model that collects data from all of the Company's information systems. The model includes all corruption-related risks and preventive mitigation measures.

In 2025, the group plans to expand the model and integrate it with external information resources to ensure prompt access to changes and up-to-date information on ethical and corruption prevention issues. These changes will make it possible to promptly track changes in the list of Polyus' bidders and contractors and mitigate corruption risks.

Lesson learned

This project allows for early monitoring and mitigation of corruption risks due to prompt access to data in the Company systems.



GRI 2-15

Conflicts of interest pose a significant anti-corruption compliance risk. The Company continuously monitors potential conflicts of interest in order to promptly prevent any abuse of power. All job candidates fill in a Statement of Business Ethics to provide information on conflicts of interest. Employees renew the Statement on a regular basis (once a year). The Statement is also completed when circumstances lead to higher risks of personal interest and when a conflict of interest arises. The employees' obligation to promptly disclose relevant information is outlined in the Anti-Corruption Compliance Policy.

If corruption risks materialize and are confirmed by internal investigations, the relevant information is communicated to Internal Audit to identify the causes of the deficiencies and develop system measures to address and prevent corruption risks in the future. The Security team provides regular quarterly reports to the Company's top management bodies on materialized conflicts

of interest and other corruption incidents. The Company develops an anti-corruption workplan on a yearly basis that is aligned with strategic development plans and the expectations of all stakeholders, taking into account corruption risks identified in the previous reporting period. The workplan is approved by the Company CEO.

In the event of a corruption-related offense, the Company takes the following steps:

- Procedures affected by the corruption scheme are abandoned or revised.
- Legal entities involved in the corruption scheme and their affiliates are excluded from the Company's procurement procedures, and all contracts with these entities are terminated.
- The Company's employees involved in the corruption scheme are disciplined, regardless of the degree of their involvement.
- Employees who contribute to the detection of a corruption scheme are protected from prosecution and, in certain cases, receive incentive awards.

Metrics and goals

GRI 205-2

MED 42

GRI 14.22.3

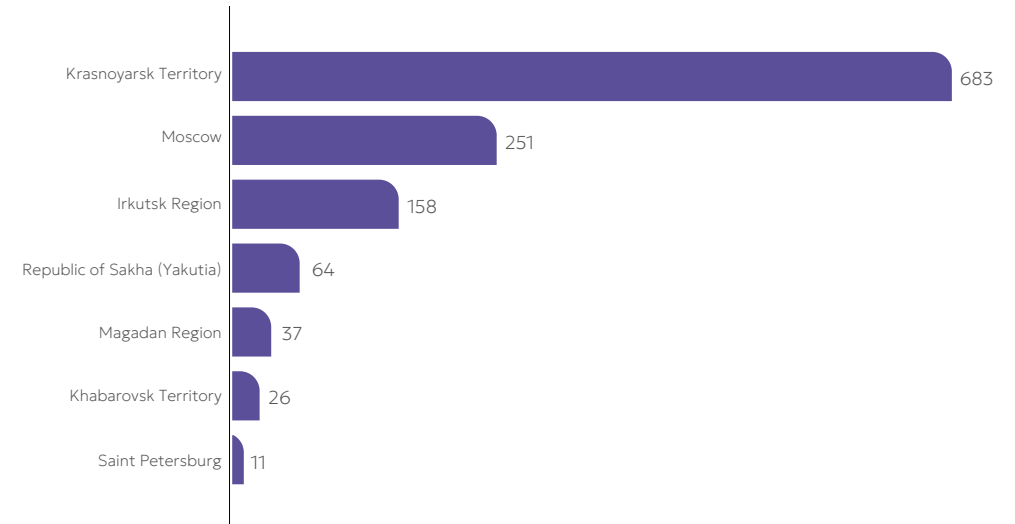
Polyus is committed to providing anti-corruption training to its personnel and strives to expand its pool of trained employees every year. Our goal is to establish a culture of honesty and openness in the team so that every team member understands

the importance of adhering to ethical standards and actively supports compliance with them. In 2024, 1,230 employees, including 213 managers, 1,013 specialists, one officer and three workers¹, received anti-corruption compliance training. Most employees (82%) who completed the anti-corruption compliance training course are specialists. The average number of training hours per employee was 0.15. No training was arranged for Board members in 2024.

GRI 205-2

GRI 14.22.3

Number of employees who received anti-corruption training, by region, 2024²



#COMPLIANCE

¹ The share of employees who received anti-corruption training: managers - 8%, specialists - 20%, office staff - 2%, workers - 0%.

² The share of employees who received anti-corruption training, by region: Krasnoyarsk Territory - 8%, Moscow - 26%, Irkutsk Region - 6%, Magadan Region - 2%, Republic of Sakha (Yakutia) - 3%, Saint Petersburg - 6%, Khabarovsk Territory - 15%, Buryatia - 0%.

GRI 205-3

MED 43

GRI 14.22.4

Polyus had zero incidents of corruption leading to monetary and other penalties in the reporting period. No legal actions related to corruption and fraud were pursued against the Company or its personnel.

MED 41

Polyus identifies job positions with higher corruption risks as part of corruption risk assessment on a yearly basis. In 2024, such positions were held by 16.5% of employees, which is 6.2 ppt higher than for the previous reporting period, due to structural changes and the inclusion of new functional areas in the assessment.

GRI 205-2

GRI 14.22.3

In 2024, 100% of Polyus' business partners were informed of the corporate policies and anti-corruption measures in force. Polyus publicly informs its counterparties of its corporate policies, including the Anti-Corruption Compliance Policy, via the [tender platform](#) and through inclusion of an anti-corruption clause in all standard contracts. By signing a contract, Polyus' partners accept the terms and conditions of the Anti-Corruption Compliance Policy.

Number of employees informed of anti-corruption measures

GRI 205-2

GRI 14.22.3

Indicators	2024
Total number of employees informed of the corporate policies and anti-corruption measures in force	16,791
The share of employees informed of the corporate policies and anti-corruption measures in force	100%
The share of managers (including Board Members) informed of the corporate policies and anti-corruption measures in force	100%
The share of business partners informed of the corporate policies and anti-corruption measures in force	100%

Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Draft guidelines for employees on how to act in the event of corruption risks	Guidelines on how to react to corruption risks have been included in the anti-corruption training course	In progress
Conduct a detailed assessment of corruption risks for various functions and job positions	Polyus has conducted a detailed assessment of corruption risks for various functions, and no significant deviations were identified	In progress
Automate anti-corruption control procedures	The automated system is being tested and adjusted and is expected to be launched in 2025	In progress

#BUSINESSETHICS

Respect for human rights

Management approach

GRI 2-23 **GRI 2-24** **GRI 2-25** **GRI 3-3**

The Company does not tolerate discrimination of any kind and prohibits forced and child labor. Talent decisions at Polyus are based solely on the knowledge, work experience and competencies of employees.

The Company has developed a [Human Rights Policy](#). This is an internal document that sets out the Company's key approaches to managing its impact on human rights and outlines the Company's commitments in terms of human rights. Overall responsibility for respecting human rights at Polyus lies with the Company's Vice President for Health, Safety and Environment.

In addition to the Human Rights Policy, Polyus has a [Stakeholder Engagement Policy](#). This defines the most important principles that ensure respect for human rights and effective stakeholder engagement, for example, with indigenous and minority peoples. The Company builds an open and effective dialog with indigenous peoples to mitigate the impact of its operations on their life and culture.

[For more information on indigenous peoples, see the Indigenous Peoples section.](#)

To ensure a sustainable supply chain, Polyus' business partners are required to respect human rights.

[For more information on the ESG requirements for suppliers, see the Responsible Supply Chain section.](#)

Strategy

Under its human rights strategy, Polyus recognizes its responsibility for creating decent working conditions based on the principle of equal treatment for equal professionalism and equal contribution, and for preventing discrimination and other offenses. Polyus strives for transparent and responsible business operations based on Russian and international standards, including the UN Guiding Principles on Human Rights.

Polyus conducts a human rights training course for its personnel. The training focuses on case studies, which makes it easier for the employees to take in the training materials. Information on Polyus' key topics, such as inclusion and the rights of employees, is presented in the form of comic strips. Over the past three years, 698 Company

employees have completed the human rights training course. Polyus is continuously improving the quality of training and intends to roll out the course across all business units and employees.

An efficient hotline is a key component of the Company's human rights strategy. Polyus Hotline and Security Hotline are two channels for reporting grievances concerning corruption and human rights abuses.

#HUMANRIGHTS

Channels for communicating grievances at Polyus

Polyus Hotline	Security Hotline
A wide range of issues concerning various aspects of the Company's operation	Instances of corruption and fraud, corporate conflicts and thefts
Communication channels:	Communication channels:
- E-mail: hotline@polyus.com - Phone: 8 (800) 301-54-44 (available 24/7) - Polyus Hotline web page and contact form on the corporate website (for Polyus employees only) - Polina virtual assistant - Directly via a line manager or corporate conduct coordinator	- E-mail: hotline@polyus.com - Phone: + 7 (495) 662-40-85 (available 24/7)

Polyus Hotline is a multi-channel line that receives reports from various sources. All submitted messages are processed by an operator and forwarded to the relevant officers in charge depending on the content. The Company replies to each signed message within three days. Polyus treats all grievances that it handles as confidential. This enables the Company to build a culture of responsibility and trust.

GRI 2-25 GRI 2-26

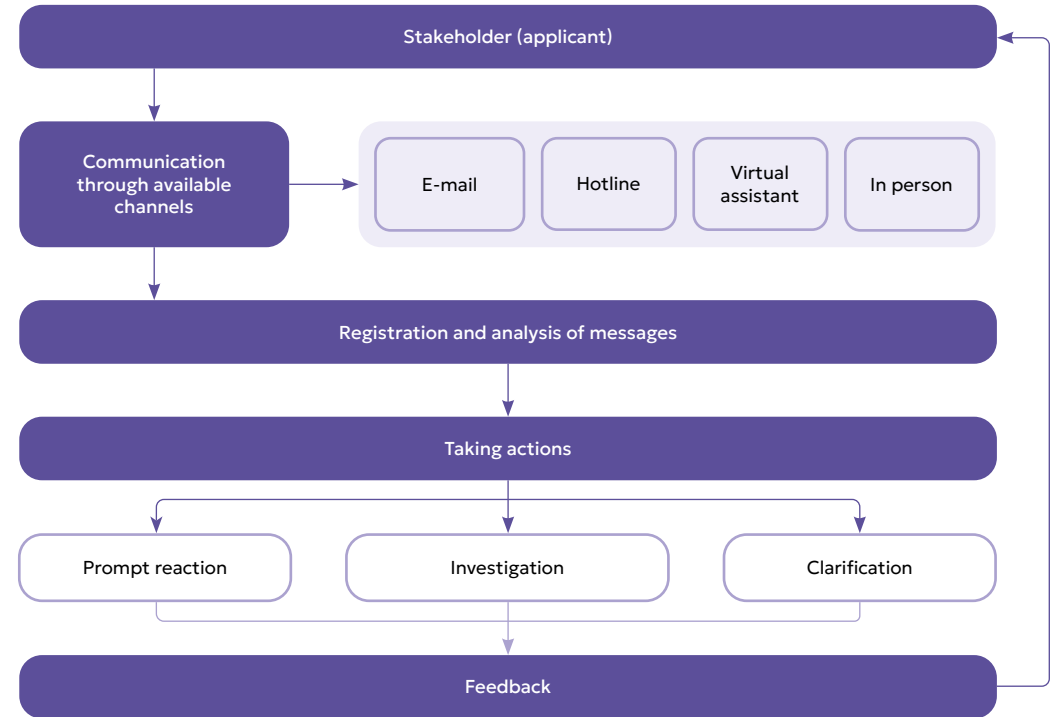
Over the past few years, Polyus Hotline has become an efficient and convenient tool that allows stakeholders to report any issue and receive feedback. Polyus regularly monitors the effectiveness of the hotline. If the message is signed, the person who submitted the report or request is contacted for feedback after the issue is resolved. Polyus generates quarterly reports

regarding hotline operation for the Board member in charge of HR issues. No critical issues were recorded in 2024.

In addition to the hotline, employees may directly contact their immediate supervisor or ethics coordinator to resolve an internal ethical conflict.

Information on whistleblowing mechanisms is communicated to all employees when they are hired. This information is also posted on the internal portal, on info boards at business units, on the corporate website and delivered through training materials. External stakeholders can obtain information about the hotline via public sources or [the corporate website](#).

Hotline operation process



Risk management

Polyus identifies the risks of human rights abuse at a corporate level. The Company used the results of a comprehensive assessment of human rights compliance to develop a risk passport to reduce the risk level. Since 2021, Polyus has conducted risk assessments and implemented a number of corrective actions, including staff training, to mitigate risks and the negative impact on human rights. Functional units take measures to manage risks related to human rights abuse depending

on the risk factors identified. The overall human rights risk assessment score was downgraded by two points in 2023, while still remaining in the “yellow” zone (bordering the “green” zone).

Polyus has adopted a human rights risk management improvement plan for 2022–2024 to enhance the corporate risk management system. Due to the measures taken under the plan in the reporting year, the human rights risk score was downgraded compared to the 2023 rating.

Metrics and goals

GRI 406-1

GRI 14.21.7

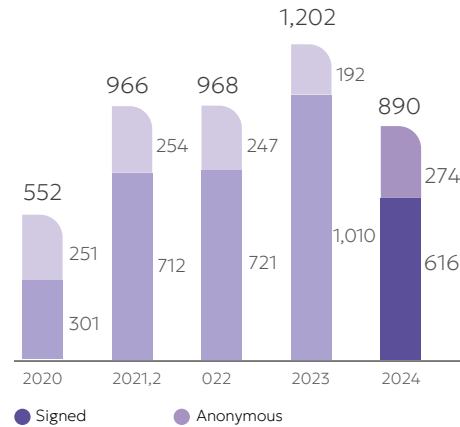
No instances of discrimination were identified in 2024. Polyus attributes this to employees' high awareness of human rights. Over the past three years, 698 employees from various functional units have completed the human rights compliance course.

In 2024, the hotline received 890 reports, which is 26% fewer than in 2023. The decrease in the number of reports is due to the implementation of a comprehensive program for internal communications to raise employee awareness in the reporting year. As part of the program, Polyus arranged face-to-face meetings for employees of various business units with the Company's top management, in addition to regular scheduled meetings with the heads of business units and subdivisions.

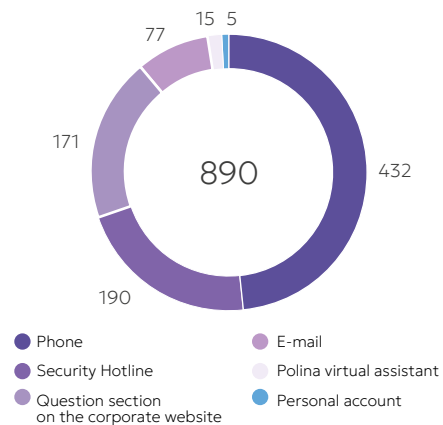
[For more information on internal communications, see the Corporate Culture Principles section.](#)

In total, 616 signed and 274 anonymous messages were received. The Company has a high level of credibility with its employees, which is why the majority of the messages were signed. All employees can openly raise their concerns.

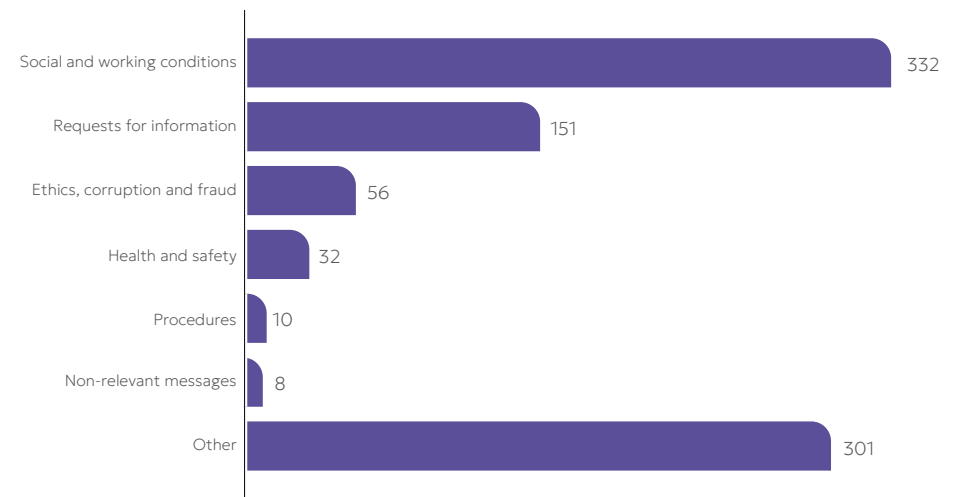
Number of messages



Messages by communication channels



Categories of hotline enquiries



Most messages were related to social and working conditions and requests for information. Issues concerning social and working conditions were mostly associated with the compensation

package, working and employment conditions and accommodation and meals. In 2024, most messages were received by phone.

#HOTLINE

Plans for 2025 and the medium term

- ✓ **UPDATE THE ANTI-CORRUPTION COMPLIANCE POLICY**
- ✓ **PERFORM AN ASSESSMENT OF BUSINESS ETHICS AND CORRUPTION RISKS BY FUNCTION AND JOB POSITION**
- ✓ **CONTINUE JOINT EFFORTS IN LINE WITH THE ANTI-CORRUPTION CHARTER OF RUSSIAN BUSINESS**
- ✓ **ENHANCE THE CORRUPTION RISKS MONITORING MODEL**
- ✓ **IMPROVE HOTLINE COMMUNICATION TOOLS**



#ANTICORRUPTION

Capitals

- Production capital
- Financial capital

Stakeholders

- Shareholders, debtors, bond holders
- Suppliers
- Employees and contractors

GLOBAL UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS

Digital economy



DIGITALIZATION AND INFORMATION TECHNOLOGIES

170 Digitalization for supporting operational excellence

175 Information security

178 Plans for 2025 and the medium term

Material topics

PRIORITY 2:

- Operational excellence and innovation

Key events

- The new warehouse management system (WMS) solution was launched at Polyus Aldan and is being scaled up
- Pilot implementation of the automated control system for mobile mixing units (MMU) was completed
- An intelligent decision-making support system was put into operation at the process plant (process engineer's automated workstation)
- The IRP system for automating the response to cyberattacks was updated

¹ (IRP) is the incident response platform.



\$2 mln
total research and development spending as part of digital transformation

8,819
external cyberattacks prevented

0
cases of information leaks

Digitalization for supporting operational excellence

GRI 3-3

Management

Digital transformation is a strategic area of Polyus' development. The Company recognizes the importance of increasing competitiveness and ensuring stable growth in today's rapidly changing world. In addition to implementing new technologies, digitalization involves a fundamental change to the Company's business processes and culture. It also provides opportunities for creating new sources of income and increasing operational excellence.

High-quality management of digital transformation processes is a key factor in the successful transition to new technologies and ensuring Polyus' competitiveness. In 2024, the Company established the Department for the Search for New Technologies and the Development of the Big Data Management System. The Department is focused on the proactive search for innovative technologies, tools and solutions that can be applied in the Company.

Polyus Digital is responsible for the development of proprietary digital products that set the Company apart from other organizations in the industry. In 2024, the Product Group for Digital Solutions Using Artificial Intelligence Technology was set up within Polyus Digital. The Group is tasked with creating and developing digital solutions, as well as turning proprietary services into products using artificial intelligence technology.

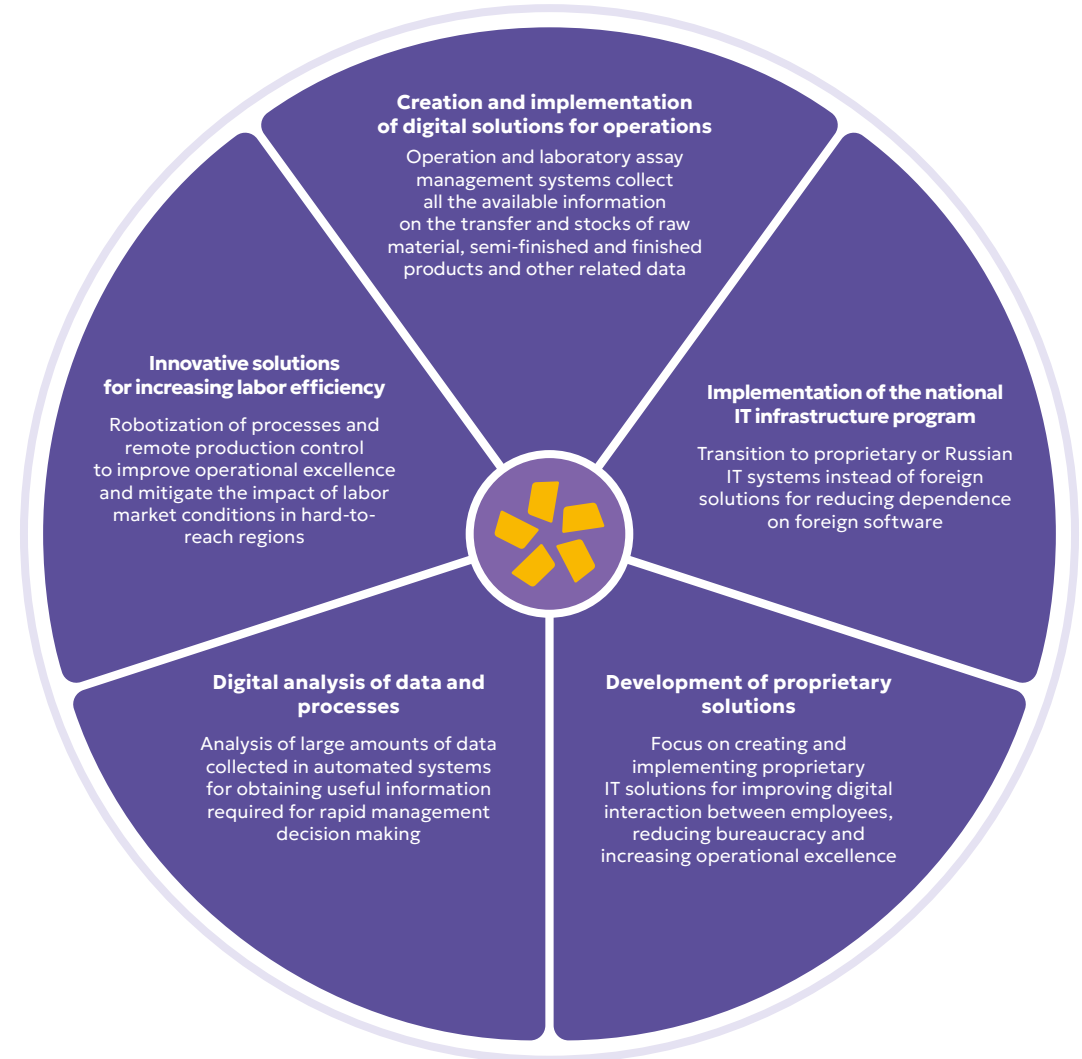
Strategy

Strategic planning for digital transformation in the Company is integrated into the general planning process. Polyus is building and updating the road map for digitalization initiatives within the mid-term business plan for the period from 2025 to 2027.

Polyus Digital plans the development of its proprietary digital products and services on a quarterly basis. In 2024, additional control functions were implemented that helped the managers of product teams to manage the activities under the quarterly plans. These changes made it possible to significantly increase the predictability of the delivery of new functionality to customers (with an accuracy of not less than 90% from the announced quarterly deadlines). Short-term OKR¹ goals for product teams are identified, and annual OKR goals are monitored as part of these plans. The teams review deviations and factors that impact on the achievement of goals every month. Business customers actively participate in the planning process.

The Company constantly studies the latest digitalization trends and identifies its own digitalization priority areas on the basis of such trends.

Polyus' key areas of digitalization activities



¹ Objectives and Key Results — methods of setting, synchronizing and monitoring goals and key results at the organizational, team and individual levels.

In 2024, Polyus set itself two key digital transformation goals: to ensure the stable operation of IT services and to create conditions for restoring the pace of innovation and digitalization. To achieve these goals, the Company initiated several projects aimed at the import substitution of unavailable products and services, as well as at the overall development of Polyus' digital infrastructure.

#PROJECTS

2024 projects aimed at developing Polyus' digital infrastructure

IMPLEMENTATION AREA	PROJECT	PROJECT DESCRIPTION
Automation of business processes	Rolling out ERP systems ¹ across all brownfields	The scale-up of the ERP system at Sukhoi Log is complete. Currently, all key Company's assets operate within the ERP configuration.
	Automated control system for mobile mixing units (MMU)	A system was implemented to significantly increase the level of automation in the hole charging process and provide a source of detailed and prompt information for process optimization.
	STRUNA system	A new accounting solution on the 1C platform was developed; in the long term, it will serve as the basis for creating a full-featured ERP system for the Company's hard rock assets.
Digital engagement with employees	Digital assistants for personnel	The SMS communicator, chatbot management platform and voice virtual assistant allow employees to make inquiries and requests on a wide range of issues, including: • registration of IT inquiries and applications • receipt of certificates and copies of HR documents • reporting HSE incidents • use of Arrival to Mine module services, etc.
	Automated digital HR services system	Based on the system as part of import substitution, new services were developed and implemented, including remote training, employee performance management, automation of employee leave management, as well as reviews of organizational and administrative documents.
	Arrival to Mine module	A module was developed and implemented that allows employees to significantly simplify the procedures for traveling to and from their workplaces as part of work/leave rotation: sign up for a bus and obtain the required permits for work at the plants' facilities.
	Candidate Information System	A system was developed and implemented to automate the process for approving and registering candidates for employment with the Company, which will be Polyus' first step toward digital employment.

¹ ERP (Enterprise Resource Planning) system is the system for automating the Company's business processes.

Case study

OPTIMIZATION OF THE WAREHOUSE MANAGEMENT SYSTEM

Polyus Digital is implementing a new project — Warehouse Management System (WMS). Its goal is to raise the efficiency of warehouse processes by implementing a system for the addressable storage of material and equipment and automated real-time control of personnel and equipment operations.

The project will make it possible to:

- increase the speed of warehouse operations by implementing addressable storage and barcoding.
- improve the level of customer service.
- achieve transparency of warehouse operations.

In addition, analytical reporting of the WMS system will provide the ability to manage the performance of warehouse operations.

The project started in March 2024, with Polyus Aldan as the pilot platform. Project completion and roll-out are scheduled for 2026.

Lesson learned

Addressable storage makes it possible to optimize the use of warehouse space and reduce labor costs associated with searching for and moving goods, which increases the operational excellence of the warehouse complex.



Case study

IT SOLUTION FOR SUPPLIER RELATIONSHIP MANAGEMENT

Polyus Digital is developing and implementing a supplier relationship management system (SRM) that automates key processes, including procurement, contracting and management of material and equipment supplies.

The project involves creating an electronic platform to:

- increase the competitiveness of procedures.
- set templates for processes.
- implement supplier management tools.

The new system enables the transfer of data between the SRM and the accounting system without spending the procurement officer's time and resources. It will implement automated controls for coordinating the publication, adjustment and the results of procedures. The transparent integrated business process will minimize labor intensity and risks related to data transfer between the systems.

SRM will help to increase the analyticity of the procurement process data by adding detailed information on the proposals of all participants in the procedure, as well as by increasing the speed of data acquisition and its reliability. In 2025, the Company is planning to expand the functions and coverage of the project's system.

[For more information about the project, see the Sustainable Supply Chain section.](#)

Lesson learned

The project will increase transparency and manageability of the interaction with suppliers, and automation of control will reduce risks associated with manual procedures.



Case study

PROPRIETARY DIGITAL SERVICES USING ARTIFICIAL INTELLIGENCE

In 2024, Polyus actively worked on digital solutions using artificial intelligence. The Company successfully implemented some new services for increasing the efficiency of both production and management. One significant achievement was the development of machine training models for forecasting geological and metallurgical mapping indicators and turning them into products, which are already being successfully used in several of the Company's business units. In addition, the process engineer's automated workstation was successfully implemented. Using real-time data, intelligent algorithms embedded into the system generate forecasts and recommendations for the flotation process at the process plant. The algorithms are developed by Polyus experts and trained on a large volume of historical data.

Lesson learned

The digital service helps process engineers to make decisions on changes to process parameters to ensure a stable and effective process operation.



Polyus' responsible approach to operational excellence and digitalization has been recognized with awards.

POLYUS' DIGITALIZATION AWARDS IN 2024



WSS Award for electronic document flow and corporate content management



Ranked first for the best accounting electronic document flow based on WSS Docs



Silver Mole honorary award in the analytical control category



Polyus Research Center's Mineral Assay Laboratory won the award

In addition to developing its proprietary digital products, Polyus actively participates in projects aimed at assisting the Russian Federation in achieving technological sovereignty and structural adaptation of its economy. An example of this cooperation is the Company's expert support for the Metallurgy Industrial Competence Center. Polyus performs expert appraisal of industry processes when framing business requirements and performing interim evaluation of IT solutions under design.

Risk management

Cyberthreats are material risks to digitalization due to the use of cloud services, big data and other tools promoted by digital transformation. To mitigate the risk, Polyus is developing an information security management system.

[For more information on the management of the information security risk, see the Information Security section.](#)

In addition, the Company requires skilled employees who can develop digitalization and innovation. If employees are not trained adequately, this generates risks that constrain the efficient application and spread of digitalization. To mitigate the risk, Polyus actively trains its employees on using digital products. Training programs and sessions are available through the Employee User Account in the My Training module.

Metrics and goals

The Company sets out metrics to track the accomplishment of digitalization tasks and outlines strategic goals that it plans to achieve.

As part of its digitalization development, Polyus invests in data telecommunications networks and Russian digital technologies. IT research and development expenses stood at about \$2 million

in 2024. The decline is attributable to the completion of major design works for the Olimpiada development. R&D expenses are mainly formed from spendings on contracted services.

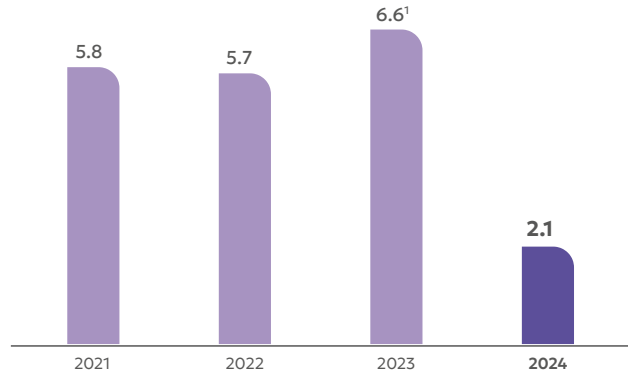
Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Continue developing and rolling out proprietary IT products	New IT solutions were developed and rolled out, including the expansion of HR services functionality, digitalization of the procurement procedure, AI in production-related digital services, etc.	In progress

#INNOVATIONS

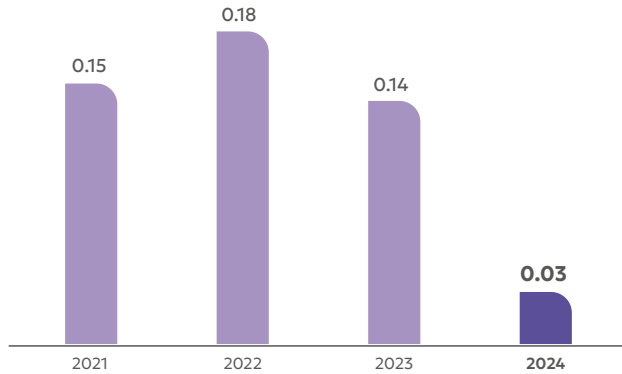
MED 4

Total R&D expenses, \$ mln



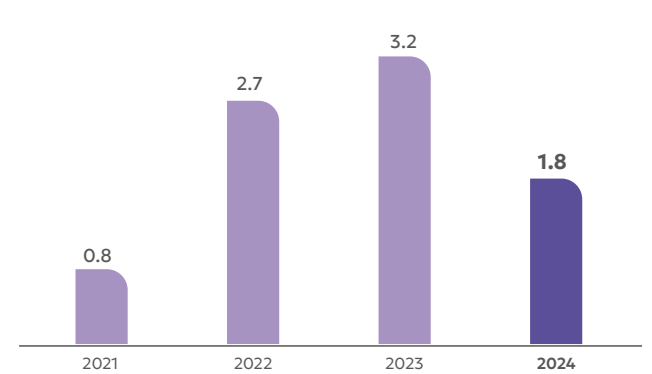
MED (NDG) 2.3

Ratio of research and development expenses to revenue, %



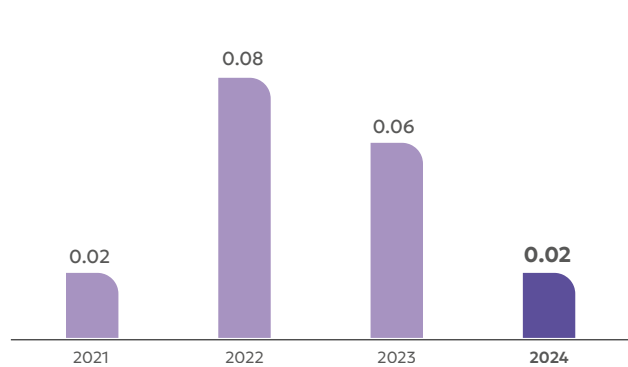
MED (NDG) 7.1

Expenses for providing mobile communication and internet access in remote regions, \$ mln



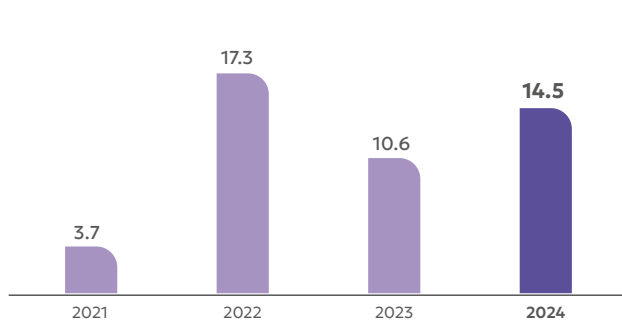
MED (NDG) 7.2

Ratio of expenses for providing mobile communication and internet access in remote regions to revenue, %



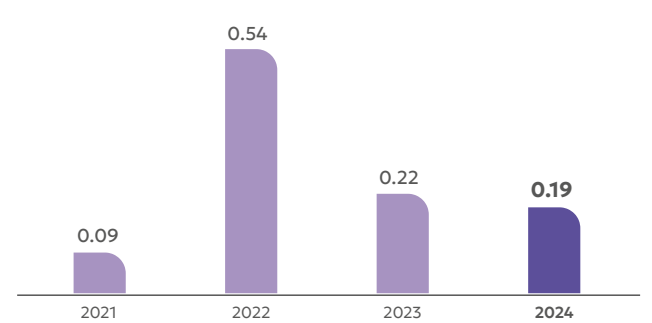
MED (NDG) 7.3

Project expenses for the development and rollout of Russian IT solutions related to data storage and processing and aimed at import substitution, including startups, \$ mln



MED (NDG) 7.4

Ratio of project expenses for the development and rollout of Russian IT solutions related to data storage and processing and aimed at import substitution, including startups, to revenue, %



¹ The estimate was updated vs. the previous period reporting due to cost reclassification.

Information security

GRI 3-3

Management

Information security is the Company's strategic priority that guarantees its continued operation and prosperity. The information security system is responsible for ensuring information confidentiality, integrity and availability. Polyus' activities in this area focus on protecting assets from cyber threats that may cause material damage to the Company's reputation, financial standing and operating performance. The documents regulating Polyus' information security activities include:

- Information Security Policy, which sets out the most significant regulations, responsible officers and procedures for studying the security of the information infrastructure;
- [Personal Data Processing Policy](#), which defines the parties' responsibilities and actions in terms of information security;
- Information Security Policy for Critical Information Systems.

Polyus' policies are guided by the regulatory acts of the Russian Federation, international standards and the expertise of global leaders. In 2024, the Company updated the Regulations on Security Configuration Management for Corporate Network Facilities with the aim of developing the Information Security Management system. In addition to the Regulations above, the Guidelines on Information Security Requirements when Creating and Updating Automation Systems were developed.

Polyus has an Information Security Management system in place, whose efficiency is monitored by the Information Security Committee, which is headed by the Vice President for Security. The Information Security Department is responsible for organizational issues and sets out requirements for ensuring information security across all Company units.

The Information Security Management system undergoes an annual external audit to maintain the system's efficiency. The Company also regularly performs internal reviews to monitor software and code safety. The analytical inspections performed in 2024 did not identify any material violations in terms of information security, which proved the system is operating effectively.

Information security actions specifically focus on monitoring and preserving the confidentiality of employee personal data. To ensure this, Polyus conducts internal audits that cover personal data protection systems at mining operations and professional services. The internal audits are conducted together with the Information Security Department and look for threats to the information system and check the quality of personal data protection. The Internal control at Krasnoyarsk business unit in 2024 concluded that the personal data processing procedures comply with the requirements set forth in Federal Law On Personal Data No. 152-FZ dated July 27, 2006.

Strategy

Rapid technological development has made personnel training on information security one of Polyus' strategic activities. The Company actively builds the security culture by training employees on how to detect and respond to cyber threats. All new employees must take the information security induction training. In addition, the Company uses the Start AWR platform to provide continuous cybersecurity training. The platform enables employees to practice their skills by repelling simulated cyberattacks. 2,257 employees underwent training in 2024.

As well as general training, Polyus arranges specialized information security training. Personnel responsible for critical information systems security undergo training in line with the legal requirements. Information security analysts at all security levels are trained on using the software available in the Company.

The rating model shows data on personnel training, which makes it possible to develop an individual information security training path for employees, determine risk levels and regulate data access modes for each employee.

To test what the employees learned from the training, the Information Security Department uses specialized systems to assign simulated phishing attacks. Company employees and several contractors had taken this test by the end of the year. In addition, in 2024, Polyus developed efficiency cards for assessing employee awareness of information security.

The Company also works with professional communities and interacts with teams from other large companies to exchange experience and improve the quality of information security. In 2024, Polyus met with an industry partner company that had experienced a ransomware attack. This meeting allowed the Company to analyze indicators for identifying if the infrastructure has been compromised so that it can prevent such incidents in its operations. Polyus also shared its experience in enhancing the level of the Company's protection.

To improve the Information Security Management system, Polyus performed an unscheduled activity for restoring and verifying information system backups in 2024. The Company also upgraded the IRP system, which contributed to the automation of the response to cyberattacks, and rolled out a system for countering targeted attacks as part of information security development.

Risk management

Polyus takes a responsible approach to ensuring its information security. Risks related to information security are classified as critical in the corporate risk register. Polyus identifies the following four risk factors:

- Cyberattacks
- Failure of employees and contractors to comply with the information security requirements
- Information security incidents
- Changes to regulatory requirements

To mitigate the information security risks and to improve the protection level, the Company is raising employee awareness and developing and improving its own protection measures. Repelling external attacks on information resources is particularly important. In 2024, 1,145 cyberattacks from Russian IP addresses and 7,674 IP addresses from outside Russia were prevented. To neutralize the risk of an impact on the Company's information resources, technical measures were adopted in the reporting period to limit access to the Company's information resources from the territory of foreign states (except for www.polyus.com, tenders.polyus.com, vdr.polyus.com and other similar resources).

Another information security risk is associated with data leaks via contractors, the Company's employees and other persons (entities). Polyus specifically focuses on protection measures aimed at preventing leaks of confidential information and data that could be used against the Company and its partners. For example, interaction with Polyus' corporate infrastructure is limited when providing contractors with remote access to data. In the reporting period, the Company did not identify any information leaks or claims related to personal data leaks.

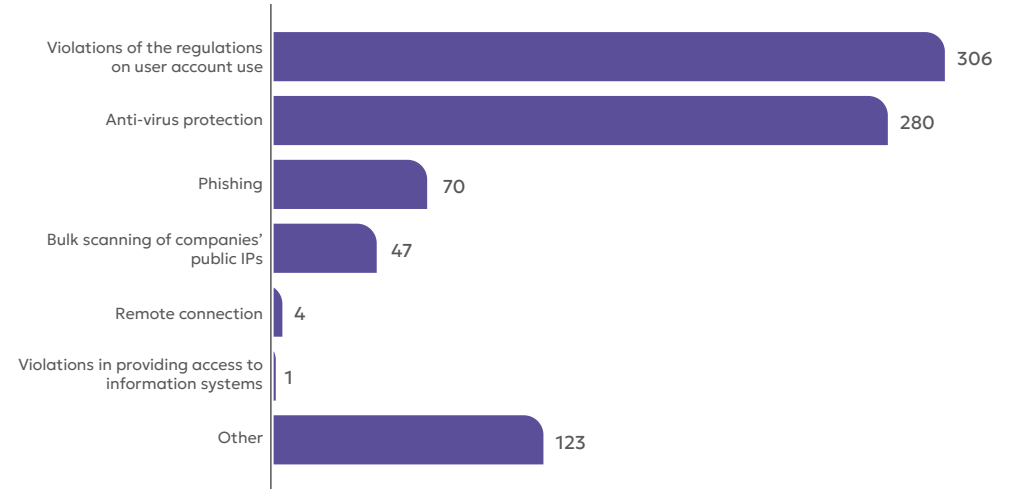
The Company also identifies import substitution risks. Polyus reduces the impact of these risks through active engagement with internal teams and vendors, and the Company notifies them of expectations and shares experience of working with foreign vendors.

Metrics and goals

In 2024, the Company revealed 831 information security violations by Polyus employees. Most of the violations were related to the rules of user account use.

In 2024, 8,819 external cyberattacks were repelled, which is 36.8% lower year-on-year.

Number of information security violations in 2024



Number of cyberattacks repelled



#SECURITY

Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Develop specific information security metrics	Metrics were developed for incidents and improving awareness. A road map was developed as part of the external audit to improve the level of information security. The road map includes the metrics outlined in GOST R ISO/IEC 27004-2021. The development of metrics will continue in 2025.	In progress
Combat spyware and intensify antivirus protection for Polyus group	Effective measures for antivirus protection were introduced in the Company.	In progress
Identify data leaks and enhance the effectiveness of the leak prevention system	No information leaks were identified; the Company continued developing measures to prevent their occurrence.	In progress
Continue efforts for defining confidentiality modes within the Company	The Company realizes the value of preserving information confidentiality, and key actions are planned for 2025.	In progress
Continue implementing the project for establishing a security system for critical information systems	The Company continued developing the security system for critical information systems.	In progress
Continue an internal audit on personal data protection and develop measures to continue further work	Internal audit was completed at Krasnoyarsk business unit; actions were outlined as a follow-up.	In progress

#DATACONFIDENTIALITY

Plans for 2025 and the medium term

- ✓ **LAUNCH PROJECTS AIMED AT IMPORT SUBSTITUTION AND DIGITAL INFRASTRUCTURE DEVELOPMENT**
- ✓ **CREATE HIGH-TECH PRODUCTS USING AI**
- ✓ **IMPLEMENT INFORMATION MODELING TECHNOLOGIES AND THE ENGINEERING DATA MANAGEMENT SYSTEM**
- ✓ **DEVELOP A METRICS SYSTEM FOR INFORMATION SECURITY**
- ✓ **PREVENT PERSONAL DATA LEAKS**
- ✓ **PERFORM A NUMBER OF PERSONAL DATA PROCESSING MEASURES AS PART OF INTERNAL CONTROL**
- ✓ **ENSURE COMPLIANCE WITH THE CONFIDENTIALITY MODE WITHIN POLYUS GROUP**



#INNOVATIONS

Capitals

- Human capital
- Financial capital
- Production capital

Stakeholders

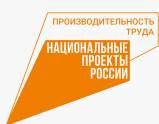
- Shareholders, debtors, bond holders
- Local and indigenous communities
- State authorities and oversight bodies
- Employees and contractors

GLOBAL UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS

Labor efficiency



ECONOMIC PERFORMANCE

181 Generating economic value

183 Tax policy

185 Plans for 2025 and the medium term

Material topics

PRIORITY 1

- Economic performance
- Tax policy

Key events

- An agreement of intent was concluded with the government of the Chukotka Autonomous Area on the implementation of investment projects in the region
- The approach to arranging the taxation process was standardized through the work of the Shared Service Center (SSC)

\$7.9 bln
economic value generated

\$0.96 bln
payments to the government

0
cases of unethical conduct
in relation to the Company's
tax duties

Generating economic value

GRI 3-3 GRI 203-2 GRI 413-1 GRI 14.9.1 GRI 14.9.2
GRI 14.9.4 GRI 14.10.2 GRI 14.23.1 GRI 14.23.2

Management

Polyus' approaches to managing economic issues allow the Company to achieve high operating and financial results and generate direct economic value. Polyus constantly updates its business and improves production processes by investing in digitalization activities and new development projects. This enables the Company to increase productivity and raise economic value.

In addition, successful cooperation with the authorities and operating within the legal framework play an important role in generating economic value for the Company. Polyus builds business relations with the state administrative structures at all levels: local, regional and federal. The Government Relations function established within Polyus builds effective communication with government authorities, monitors legislation and represents the Company's interests.

The Company distributes the generated direct economic value to shareholders, creditors, government and local communities, suppliers, contractors, employees and stakeholders. Any retained economic value is reinvested in the Company's development.

Strategy

Throughout its years of operation, Polyus has proved itself to be a reliable partner that maintains an open dialog with stakeholders. The Company builds stable relations with government authorities and implements activities for engaging with local communities in all mining business units. This approach allows the Company to identify the vital needs of stakeholders and to consider their interests in its activities.

[For more information on engagement with government authorities and regulatory bodies, see the Stakeholder Engagement section.](#)

To develop and strengthen productive engagement with government authorities, Polyus participates in meetings and working groups with government officials on social and economic issues. Polyus signs partnership agreements with municipal authorities in all its regions of operations.

[For more information on projects regarding the development of the regions of operations, see the Supporting Local Communities section.](#)

To promote efficient cooperation with stakeholders and invest in the development of its own business, Polyus sets itself ambitious financial and operational performance goals, the achievement of which builds up the generated economic value.

As a major taxpayer in its regions of operations (Magadan and Irkutsk Regions, Krasnoyarsk Territory and Republic of Sakha (Yakutia)), Polyus contributes significantly to their development.



Risk management

Polyus identifies the risk of engaging ineffectively with government authorities as a major risk. To avoid this occurring, the Company monitors legislative initiatives and changes in legislation every month and maintains continuous communication with the authorities, including on issues related to the social and economic development of the regions of operation. Polyus additionally engages highly qualified lawyers and consultants. These measures will help the Company to avoid this risk and resulting penalties. Moreover, through successful cooperation with government authorities, the Company will be able to take advantage of subsidies, tax benefits and other preferences.

Among other risks for economic performance, the Company identifies risks associated with the inefficient use of resources and productivity slowdown. To mitigate these, Polyus takes several effective production planning and management measures: it develops detailed plans and budgets, taking into account all factors and realistic forecasts, analyzes the efficiency of resources used and implements lean production principles. The growth in Polyus' financial performance is evidence of the well-established operation of the properly built operational risk management system.

Proper management of these risks will allow the Company to:

- Use resources more effectively and reduce costs
- Raise profitability and competitiveness
- Improve reputation and image
- Make decisions based on a wider range of factors
- Achieve sustainability goals and strive for long-term stability

Metrics and goals

The Company sets targets that need to be achieved to ensure strong economic growth and defines the metrics it uses to monitor its progress toward achieving these targets. The main metric in economic activity is the dynamics of financial indicators, for which Polyus has demonstrated stable growth over many years. In 2024, the generated direct economic value was \$7.9 billion, which is 57% more than the previous year. This result reflects the increase in Polyus' operating efficiency and production volumes. The growth in generated economic value in the reporting year made it possible to increase investment in community development five-fold.

[For more information on the Company's financial and operating results, see Polyus PJSC 2024 Annual Report.](#)

Direct economic value generated and distributed, \$ mln^{1,2}

		GRI 201-1	GRI 14.9.2	GRI 14.23.2	MED 2	MED 24
Item	Stakeholder	2024	2023	2022		
Direct economic value generated		7,694	5,588	4,353		
Revenue from gold sales	Wide range of stakeholders	7,173	5,341	4,172		
Revenue from other sales		170	95	85		
Revenue from financial investments		231	58	32		
Gain on exchange of interest payments under interest swaps		71	29	56		
Gain from disposal of the subsidiaries		41	63	-		
Profit on the sale of assets		8	2	8		
Economic value distributed		(4,799)	(2,713)	(2,452)		
Operating expenses	Suppliers and contractors	(826)	(820)	(950)		
Wages and other payments to employees	Employees	(546)	(613)	(726)		
Payments to providers of capital	Shareholders and creditors	(1,859)	(366)	(231)		
• Payments to shareholders		(1,148)	(1)	(3)		
• Payments to creditors		(711)	(365)	(228)		
Tax and licensing payments transferred to the state budget	Government	(1,197)	(829)	(464)		
• including income tax expenses		(720)	(502)	(217)		
Charitable contributions	Local communities	(371)	(85)	(81)		
Economic value retained		2,895	2,875	1,901		

Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Continue cooperation under agreements on social and economic partnerships concluded with state and local authorities in the regions of the Company's operations.	Polyus continued the implementation of social and economic initiatives under existing agreements and concluded a new agreement with the government of the Chukotka Autonomous Area	In progress

¹ The data are given for ongoing activities; data for 2023 reflect the adjustments made to reflect the impact of discontinued activities (for more information, see [Consolidated financial statements for the year ended December 31, 2024, Note 12](#)).

² The data is presented that was estimated in accordance with GRI standards requirements based on IFRS financial accounting and financial reporting.

Tax policy

[GRI 207-1](#)
[GRI 207-2](#)
[GRI 207-3](#)
[GRI 14.23.4](#)
[GRI 14.23.5](#)
[GRI 14.23.6](#)

Management

In its financial planning, Polyus strictly complies with the requirements of tax laws and pays its taxes in full to the regional and local budgets of the regions of its operations. By doing this, Polyus contributes to regional economic development. The Company abides by the principles of the rational management of tax expenses, which allows it to allocate resources to the implementation of strategic goals, including production development and investments.

The Shared Service Center (SSC) is a separate legal entity within the Company that is responsible for tax accounting and filing tax returns. The SSC ensures that Polyus applies a unified taxation and tax practice approach.

The Tax Department is responsible for the implementation of tax policy in Polyus and develops tax policies for the Company's key business units. The Department cooperates closely with the SSC to ensure the proper implementation of all relevant internal standards. The Director of the Tax Department is responsible for tax risk management and ensures that appropriate tax risk control processes are in place. The Department tracks changes in tax legislation on a regular basis. The results of this analysis serve, among other things, as the basis of the Company's tax policy.

Strategy

Compliance with tax legislation requirements and the timely payment of taxes have a considerable impact on the Company stability.

Therefore, Polyus' tax activities are subject to regular internal and external audits, the results of which are disclosed in the annual Sustainability Report. In 2024, no violations were recorded of tax legislation and Polyus' tax policy.

The Company actively interacts with stakeholders on tax issues. Anybody can send a message to Polyus regarding the organization's tax ethics.

[For more information, see the Stakeholder Engagement section.](#)

Risk management

The Company reviews and manages tax risks. Polyus seeks external advice on tax issues that are complex or involve uncertainty. In addition, the Company conducts regular tax-related training sessions and courses to enhance the expertise of its employees in this area.

Metrics and goals

Being a responsible taxpayer, Polyus annually discloses reliable information on tax payments confirmed by external auditors. In 2024, the Company paid \$546 million in income tax and \$421 million in industry-related taxes and payments to government. The increase in tax deductions in 2024 is due to higher profits.

#TAX

Taxes paid, \$ mln¹

GRI 207-4

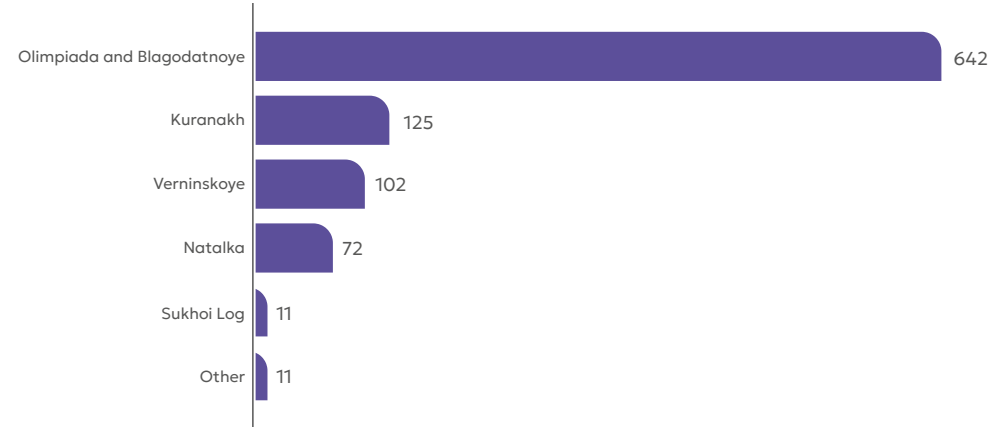
GRI 14.23.7

MED 7

Indicator	Russian Federation		
	2024	2023	2022
Main activity	Mineral extraction		
Employees (as at the end of the year)	16,791	17,900	21,481
Revenue from sales to third parties	7,343	5,236	4,257
Revenue from intra-group transactions with other tax jurisdictions	-	-	-
Profit/loss before tax	3,959	2,074	1,907
Tangible assets other than cash and cash equivalents	8,193	6,905	7,561
Income tax paid	546	464	234
Income tax in the Consolidated statement of comprehensive income	720	492	218
Total employee remuneration	666	561	720
Taxes withheld and paid on behalf of employees	238	234	280
Taxes collected from customers	0	0	0
Industry-related taxes and other taxes or payments to the government	421	349	250
• Mineral extraction tax	403	304	227
• Property tax	17	19	21
• Other payments	2	38	2
Significant uncertain tax positions	0	0	0

In 2024, payments to the government² amounted to \$0.96 billion, most of which was contributed by the largest Polyus business unit — Olimpiada and Blagodatnoye mines.

Payments to the government by asset, \$ mln



Goals and achievements in 2024

GOAL

Monitor changes to tax legislation and adjust Polyus' internal processes accordingly.

PROGRESS IN 2024

The Company continuously monitors changes to tax legislation. In the reporting period, no adjustments to Polyus' internal processes were required.

STATUS

In progress

¹ The data are given for ongoing activities; data for 2023 reflect the adjustments made to reflect the impact of discontinued activities (for more information, see [Consolidated financial statements for the year ended December 31, 2024, Note 12](#)).

² Payments to the government were calculated as the sum of income tax paid and mineral extraction tax.

Plans for 2025 and the medium term

- ✓ **MAINTAIN OPEN DIALOG WITH THE STATE AUTHORITIES**
- ✓ **CONTINUE COOPERATION AND PARTNERSHIP WITH REGIONAL AND LOCAL AUTHORITIES FOR THE IMPLEMENTATION OF DEVELOPMENT PROJECTS IN THE REGIONS OF POLYUS' OPERATIONS UNDER SOCIAL AND ECONOMIC PARTNERSHIP AGREEMENTS**
- ✓ **COMPLY WITH THE REQUIREMENTS OF TAX LEGISLATION AND TAX-RELATED INTERNAL DOCUMENTS**
- ✓ **MONITOR CHANGES TO TAX LEGISLATION AND ADJUST POLYUS' INTERNAL DOCUMENTS ACCORDINGLY**



#ENGAGEMENT

Capitals

- Production capital
- Financial capital
- Human capital

Stakeholders

- Suppliers
- Government bodies and regulators
- Employees and contractors
- NGOs and industry organizations

GLOBAL UN SUSTAINABLE DEVELOPMENT GOALS



CONTRIBUTION TO RUSSIA'S NATIONAL PROJECTS

Small and medium-
sized businesses



SUSTAINABLE SUPPLY CHAIN

188 Requirements for suppliers and contractors

190 Local procurement

193 Plans for 2025 and the medium term

Material topics

PRIORITY 3

- Supply chain

Key events

- Centralization of inventory management and the sale of non-liquid inventories, services procurement, inventory procurement and sales contracting is ongoing
- Work began on introducing a Supplier Relationship Management (SRM) system to enhance the efficiency of procurement processes
- The import substitution program is in progress, and the selection and testing of Russian alternative equipment is ongoing

¹ Local suppliers are defined by Polyus as suppliers operating in the same region as the Company's business unit initiating the procurement.



Requirements for suppliers and contractors

Management

GRI 3-3

In 2024, Polyus continued to improve its supply chain management system by focusing on greater transparency, sustainability and efficiency of the procurement processes. Transformation based on the centralization of inventory management and sale of non-liquid inventories, services procurement, inventory procurement and sales contracting is ongoing. The introduction of a centralized management model is designed to accelerate the adoption and implementation of management decisions, lower transaction costs and increase the reliability of supplies. The Company began work on building a Supplier Relationship Management (SRM) system to improve procurement efficiency and develop a supplier relationship based on basic automation and electronic tools. In 2024, the Company started to automate contractor communication and is gradually shifting its approach toward the pre-qualification of suppliers.

The Procurement function, including Polyus Logistics and the functional divisions in business units, is responsible for the procurement of inventories, works and services for the Company.

Polyus Logistics manages the transportation of procured materials and equipment, as well as hazardous cargo such as cyanide.

The transportation of hazardous cargo complies with the requirements of Russian and international standards and has the required certificates. Cyanide transportation is certified for compliance with the International Cyanide Management Code (ICMC).

In terms of import substitution, the Company is actively developing cooperation with Russian manufacturers and increasingly using local alternative process equipment and materials. In addition, the Company has taken effective measures to reduce the risks of market volatility, logistics restrictions, reliance on foreign suppliers and inadequate automation of procurement processes.

Strategy

MED 8

MED 9

In the reporting period, the Company continued to integrate digital solutions into procurement to automate communication with suppliers. In 2024, Polyus used the B2B Marketplace, which simplified the procurement of standard inventories. Thanks to the marketplace, the company reduced administrative hurdles and improved average lead time from 140 to 23 days (depending on specific goods and destinations).

GRI 403-7

GRI 14.16.8

Polyus continues to integrate ESG principles into procurement. It follows these sustainability principles and expects all its suppliers to do the same. In 2024, the Company continued to require its suppliers to conduct a self-assessment based on key sustainability criteria:

- Environmental responsibility
- Labor conditions and human rights
- Occupational health and industrial safety
- Business ethics, compliance and information security
- Procurement policy for the Company's suppliers
- Social responsibility

Supplier pre-qualification includes the comprehensive assessment of compliance with the Company's requirements.

The successful bidder is contracted after evaluation of its compliance with the Company's HSE requirements. Should the successful bidder fail to comply, the award will go to the second best supplier.

Interaction with suppliers includes regular training to improve their competence in sustainability. Contractor employees undergo HSE training across Polyus' operations annually as required by law and corporate regulations. The training topics in the reporting year were health, safety and environmental standards.

Case study

INTRODUCTION OF THE DIGITAL MARKETPLACE FOR PROCUREMENT

The platform greatly facilitated inventory procurement procedures, reduced the workload of procurement divisions and provided procurement transparency. The Marketplace was used at 11 of Polyus' principal operations in the reporting year. In addition to the abovementioned benefits, the platform is convenient for suppliers.

Lesson learned

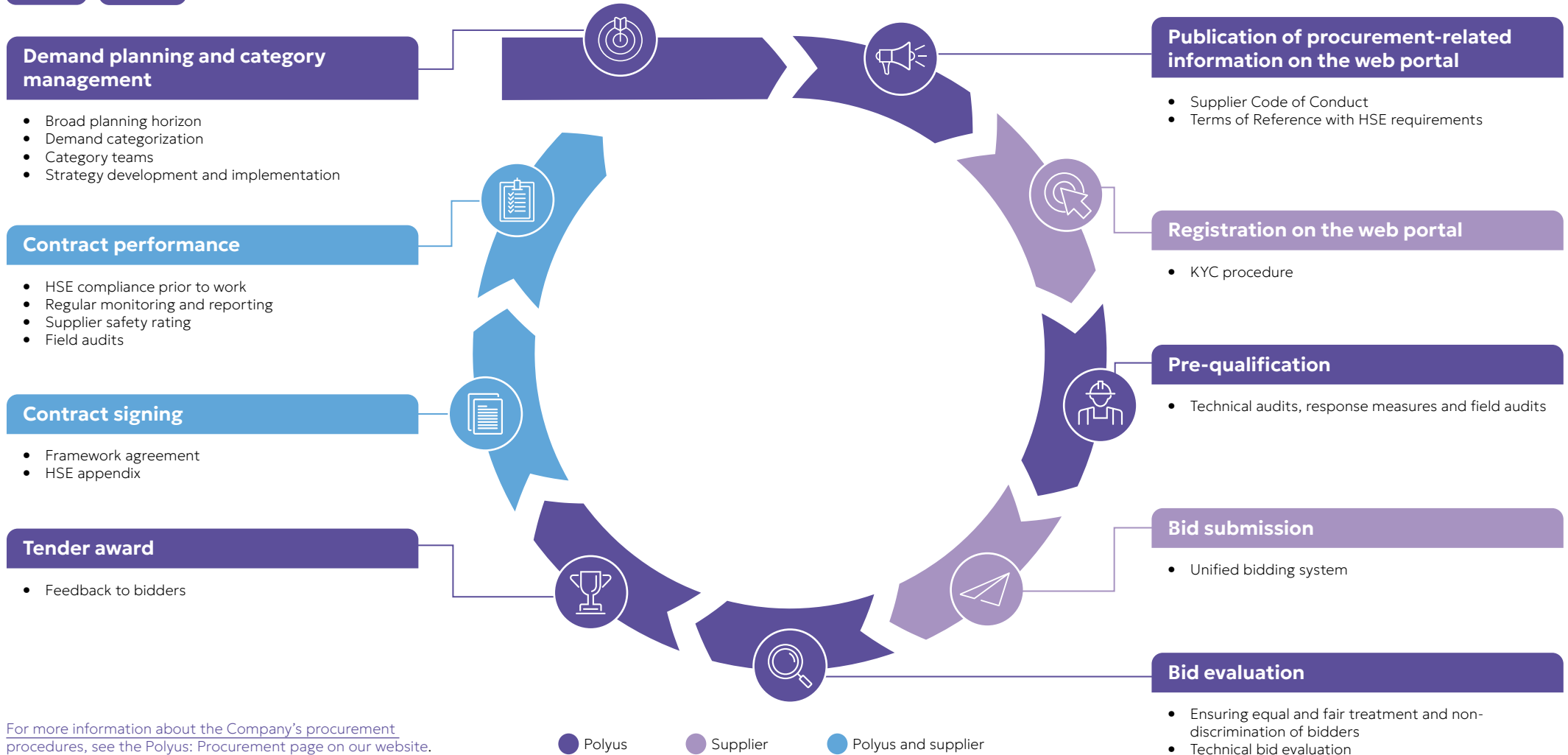
Introduction of the B2B Marketplace was a major step toward digital transformation of the procurement system and is a handy mechanism for communicating with suppliers and cutting costs.



Use of ESG criteria for supplier selection

GRI 403-7

GRI 14.16.8



For more information about the Company's procurement procedures, see the [Polyus: Procurement page on our website](#).

Local procurement

GRI 204-1 GRI 14.9.5

Polyus is consistently developing cooperation with Russian suppliers. In the reporting period, the Company tested alternative process equipment, hydraulic systems, spares and consumables manufactured in Russia across its operations, which broadened the range of local solutions application for mine sites.

In 2024, Polyus created a database of analogs for accelerating the selection of alternative solutions and minimizing risks related to the restricted supply of components from abroad. By the end of 2024, alternatives had been found for 1,400 out of 2,600 records registered in the database.

Transition to equipment manufactured in Russia in 2024

Solutions being investigated	Equipment pilot testing	Implementation
- Russian manufacturers were identified who can deliver key comminution, classification and concentration equipment, conveyors and smelters. - The next step is to consider in-house manufacturing of planetary gearboxes and other assemblies and parts for process equipment. - To ensure the timely mandatory transition to a Russian APCS¹, controllers, flow and level meters are being selected. - New brands of chemical reagents for adsorption, flotation and dewatering are regularly explored.	- Russian air filters were tested, which revealed that filter material and the structural frame require improvement. - Testing of filters for the mining fleet continues with the assistance of Russian manufacturers. - Pilot testing of a U-joint for truck steering arms and bushings was completed. - The quality of a cooling system radiator manufactured in Russia for a drill rig was validated. - Testing of a Russian oil cooling radiator is in progress. - Selection and testing of wearing parts for pumps, liners, valves and polyurethane and rubber compounds continues. - The test program for gravity concentrators manufactured in Russia was completed, and their compliance with technical requirements was validated.	- An order was placed for two ultra-large concentrators to be manufactured and supplied in 2025. - Instead of ordering overhaul services for foreign horizontal centrifuges, orders have been placed with domestic manufacturers for new main assemblies and a new centrifuge with technical properties similar to the operating foreign one. - As part of a partnership with Polyus, a domestic machine construction company is about to finalize manufacturing of drill rig pump gearbox parts (splined shaft, pinion, splined bushing).

#LOCALSUPPLIERS

¹ APCS - Automated Process Control System.

Risk management

Polyus continued to develop and implement procurement-related risk mitigation measures.

To manage risks, the Company:

- Engages the inventories and services procurement function as early as the feasibility study stage of investment projects
- Develops and updates procurement and category strategies for key inventories and works/services and uses framework contracts
- Actively looks for alternative equipment and materials manufacturers, implements an import substitution program and tests the reliability of new suppliers and the quality of alternative materials and equipment
- Forecasts potential scenarios amid restricted access to global markets
- Sustains the necessary reserve of inventories and emergency stock of key items
- Develops new supply chains
- Takes steps to speed up internal procurement procedures
- Updates the reference for the planned supply timeline and contractor selection
- Uses the Marketplace service for standard inventory items

Polyus faces challenges from restricted access to global markets. In response, the Company is turning to other markets. For example, Chinese manufacturers were the main contributors to the Company's mining fleet upgrade in 2024. In addition to the mining fleet, the Company is testing Chinese cutting attachment parts (cutting edges, drill bits, teeth, etc.). OTR tires manufactured in China and Belarus were also tested for mileage and consumption rate adjustment.

Polyus is looking at the Russian market for its import substitution program and aims to gradually move toward using Russian equipment and component alternatives.

To make its supply chain more sustainable, Polyus continued to build up a database of analogs and introduce a stock monitoring system, which contributes to the Company's operational stability and reduces reliability on specific suppliers.

Metrics and goals

Goals and achievements in 2024

GOAL	PROGRESS IN 2024	STATUS
Ease the signing and unification procedures for contractual documents on the supply of materials and equipment	• Nine corporate regulations on the procurement of inventories, works and services were updated. Key changes are aimed at reducing time and simplifying procurement procedures. • The constructor of standard specifications has been implemented, which significantly accelerated the contract approval process.	Achieved 
Further cooperate with domestic producers to develop imported equipment substitution	• Russian equipment alternatives, including filters, gearboxes, radiators and parts for crushers and conveyors, were tested. • Orders were placed for manufacturing gravity concentrators and centrifuges with Russian components. • A database of analogs was built with alternatives found for 1,400 out of 2,600 records registered in the database. • Russian manufacturers were identified that can deliver key comminution, classification and concentration equipment, conveyors and smelters. • A matrix of acceptable lubricants and coolants was created, broadening access to Russian products.	Achieved 

#SUPPLIERASSESSMENT

#SUPPORT

Local procurement

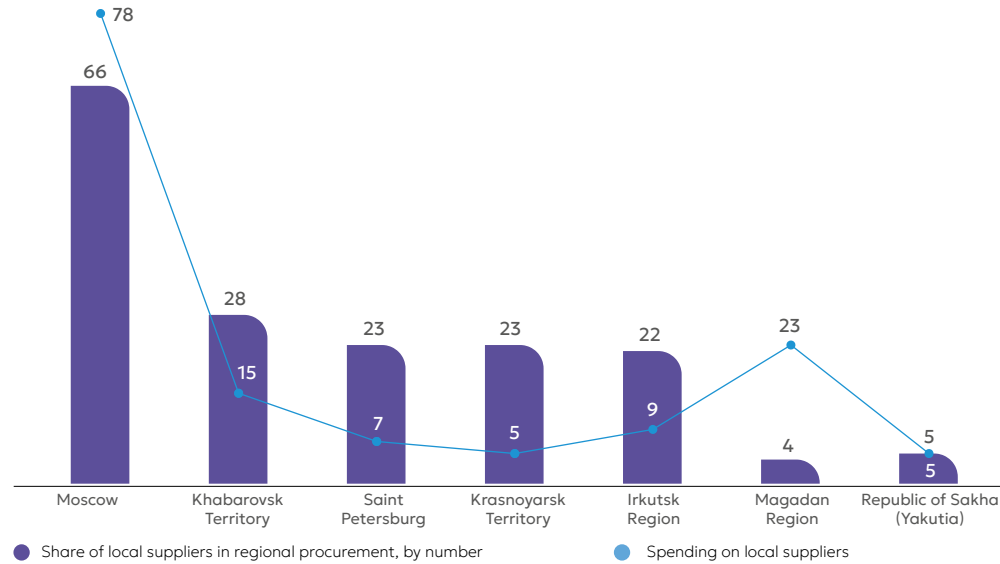
GRI 204-1

GRI 14.9.5

MED 8

The Company focuses on building relationships with local suppliers and prioritizes procuring from local manufacturers. In 2024, local suppliers accounted for 10% of Polyus' procurement.

Share of procurement from local suppliers, by region, %

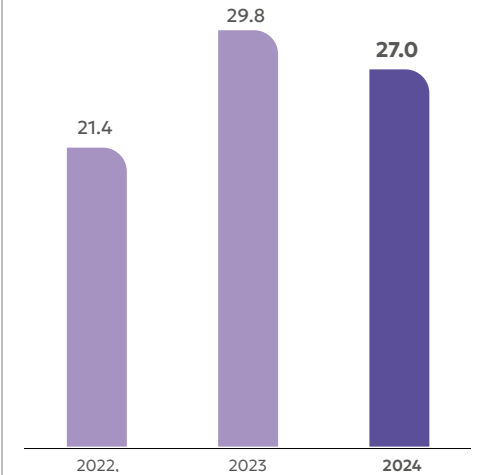


Procurement from small and medium-sized businesses

MED 9

Supporting small and medium-sized businesses contributes to the creation of new jobs and stimulates competition. Polyus procures from small and medium-sized businesses. In 2024, small and medium-sized businesses accounted for 27% of procurement from local suppliers.

Share of goods, works and services procured from small and medium-sized businesses in the total volume of procurement from Russian companies, %



Plans for 2025 and the medium term

- ✓ **INTRODUCTION OF THE SUPPLIER RELATIONSHIP MANAGEMENT (SRM) SYSTEM FOR PROCUREMENT MANAGEMENT**
- ✓ **INTRODUCTION OF THE WAREHOUSE MANAGEMENT SYSTEM (WMS) TO IMPROVE WAREHOUSE PROCESSES THROUGH IMPLEMENTATION OF A SYSTEM FOR THE ADDRESSABLE STORAGE OF MATERIAL AND EQUIPMENT AND AUTOMATED REAL-TIME CONTROL OF PERSONNEL AND EQUIPMENT OPERATIONS**
- ✓ **IMPLEMENTATION OF THE IMPORT SUBSTITUTION PROGRAM**
- ✓ **CENTRALIZATION OF CONTRACTING AS PART OF PROCUREMENT**
- ✓ **ASSESSMENT OF KEY SUPPLIERS FOR ESG COMPLIANCE BASED ON ESG ALLIANCE'S METHODOLOGICAL RECOMMENDATIONS**



#IMPORTSUBSTITUTION



APPENDICES

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Appendix 1. About the Report

Approach to reporting

GRI 2-3

The Polyus 2024 Sustainability Report (“the Report”) contains information on Polyus’ sustainability performance for January 1 to December 31, 2024 as well as the Company’s plans and goals for 2025 and the medium term. The reporting period coincides with the Company’s IFRS-based financial statements.

Polyus has been disclosing annual Sustainability Reports since 2012, and they are available [on the corporate website](#). This Report will be published by July 31, 2025.

The Company also publishes separate topic-specific reports, ESG data and other information on sustainability, which can be found on a [dedicated page of the website](#).

The report also contains information on measures aimed at ensuring compliance with the Principles of the UN Global Compact and on Polyus’ contribution to implementing the National Development Goals of the Russian Federation and reaching the sustainability goals.

The Company also takes into account the information letter issued by the Bank of Russia regarding the disclosure of non-financial information by public joint-stock companies. The Sustainability Report contains some information that refers to Polyus’ 2024 Annual Report and Annual Review, which are available [on the Company’s website](#).

GRI 2-14

Polyus’ Head of Sustainability coordinates the process for preparing the Report. Experts from specific business units and Management Company departments also take part in this process. The Board of Directors reviews the Report and is responsible for its approval. The Board of Directors Audit Committee reviewed the 2024 Sustainability Report on July 11, 2025.

Applicable standards, initiatives and their corresponding designations

GRI Standards

Including the industry standard GRI 14: Mining Sector 2024

GRI 2-7 – General disclosures
GRI 205-1 – Topic disclosures
GRI 14.3.3 – Sector Standard disclosures (GRI 14: Mining Sector 2024)

IFRS S1

General Requirements for Disclosure of Sustainability-related Financial Information

The topics covered in the Report are disclosed in accordance with the ISSB/TCFD structure (Governance – Strategy – Risk management – Metrics and Targets)

For risks and opportunities and the impact that risks have on financial performance, see [the Managing Sustainability Risks section](#)

IFRS S2

Climate-related Disclosures regarding the disclosure of specific components

[For more information, see Appendix 7 IFRS S2 and TNFD: disclosure indicator](#)

TNFD

recommendations provided by the Taskforce on Nature-related Financial Disclosures

[For more information, see Appendix 7 IFRS S2 and TNFD: disclosure indicator](#)

Order of the Russian Ministry of Economic Development On Recommendations Regarding the Preparation of Sustainability Reporting

MED 9 – Disclosure of indicators according to the List of Key (basic) Sustainability Indicators

[For more information, see Appendix 6 MED: List of Basic Indicators as Recommended by the Ministry of Economic Development](#)

Sustainability Standard Project as developed by the Russian Ministry of Economic Development

MED (NDG) 3.10 – Disclosure of indicators according to the List of Recommended Indicators reflecting an entity’s contribution to Russia’s National Development Goals

Report boundaries

GRI 2-2

The list of business units in the Report is the same as in the Company's financial statements for the previous year and is contained in the 2022 Sustainability Report, with the exception of Polyus Talent Pool, which was established in the second half of 2023 and was included in the report boundaries for 2023.

Polyus publishes annual IFRS consolidated financial statements certified by an independent auditor. The consolidated financial statements are available on the Company's [website](#).

Information regarding Polyus Finance Plc is only included when calculating generated and distributed direct economic value as well as paid taxes to ensure consistency with the information disclosed in the financial statements. Its activities and results are not included in tax or other disclosures in the Report.

In April 2024, the Company concluded the sale of its Alluvials operations. Information regarding this business unit is provided for the period when it was part of Polyus' structure (January to March of the reporting year), unless otherwise stated in the Report.

Materiality assessment

GRI 2-14, 3-1

In 2024, a three-stage approach was used to determine material topics. The Company analyzed its business processes and interactions with partners and counterparties to identify actual and potential impacts, both positive and negative, on the environment, society, economy and human rights. In addition, Polyus factored in the impacts listed in the GRI Standard for the mining industry (GRI 14: Mining Sector 2024). Through this analysis, it was possible to draw up a list of the Company's impacts.

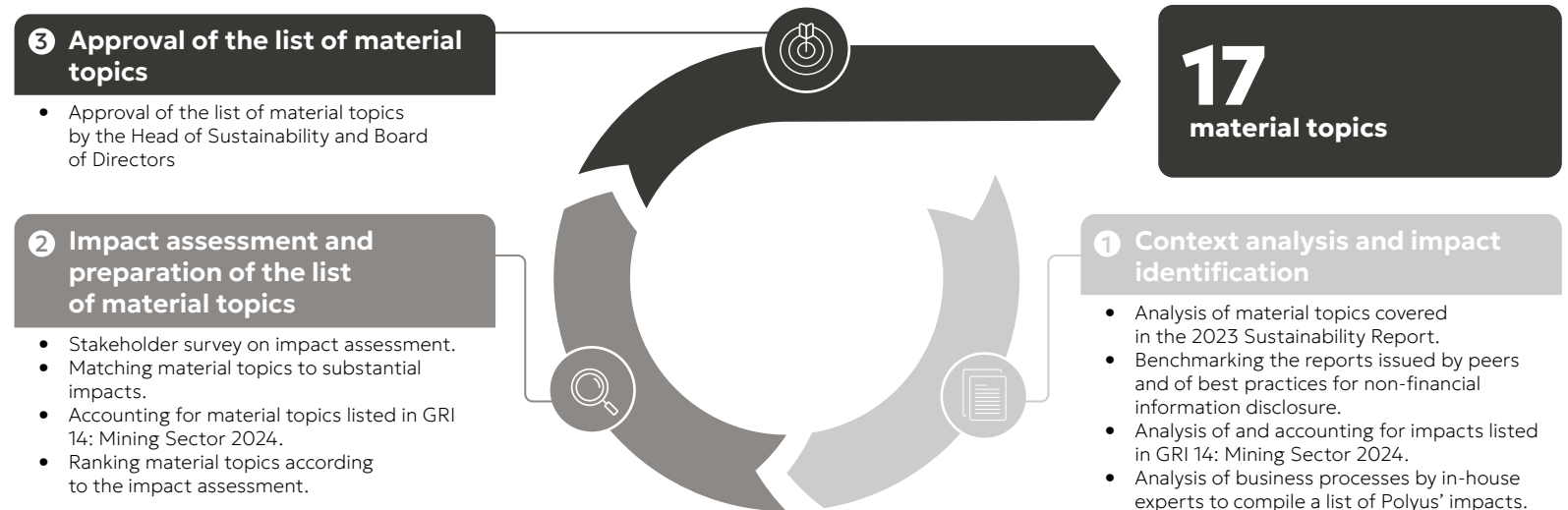
At the second stage, Polyus prioritized its impacts and assigned degrees to them. To do this, Polyus conducted a stakeholder survey to assess the significance of impacts based on a five-score scale. Stakeholders were also asked to suggest their own impacts. Sixty-eight internal and external stakeholders took part in the survey.

For more information on the impacts identified in 2024 and considered material, see Appendix 2 List of Material Topics and Impacts.

The survey results were processed at this stage. First, the average score for each impact was assessed. As a result of the survey, all the Company's impacts

were considered material for reporting. Next, Polyus classified the impacts by topic and prioritized them in line with the impact assessments. This also factored in the assessments provided by the stakeholders during the 2023 survey. Polyus then created a list of material topics for disclosure in the report while taking into account the topics in the industry standard GRI 14: Mining Sector 2024.

At the third stage, the Company amended the priority of one of the topics. The final list was reviewed and approved during the review of the 2024 Sustainability Report at the Board of Directors Audit Committee meeting. The assessment results have been certified by an independent auditor.



Polyus compiled a list of 17 material topics based on the results of the 2024 materiality assessment.

GRI 3-2

Ranked list of material topics



Data preparation techniques

The Company uses its corporate data reporting system to consolidate sustainability performance information for the Report. Experts from business units and service companies are responsible for the initial collection and analysis of sustainability data. The data is then consolidated and analyzed at the Management Company level.

Non-financial indicators are calculated and presented in accordance with the established international practices or the Company's internal requirements. The financial performance indicators contained in the report were converted from US dollars into Russian rubles using the yearly weighted average exchange rate of the Bank of Russia, which in 2024 was RUB 92.57 per \$1.

Assurance

GRI 2-5

Polyus uses a third-party auditor to ensure comprehensive coverage, accuracy and high quality for all information presented in the Report. The auditor of the Sustainability Report is selected during a tendering procedure, and the winner is approved by the tender commission.

In 2024, the entire Report was checked for compliance with the GRI Standards by FBK, an audit and consulting company.

[For more information on the boundaries and scope, and of the assurance procedure for the Sustainability Report, see Appendix 8 Independent Assurance Report.](#)

In the reporting year, the Company requested that the Russian Union of Industrialists and Entrepreneurs (RSPP) provide a public certification of the Report.

- ↑ higher priority¹
- ~ same priority
- ↓ lower priority
- ★ higher priority following the stakeholder assessment, as decided by the Company

Priority 1



Priority 3



Priority 2



¹ Hereinafter, numbers compared to 2023.

Appendix 2.

List of material topics and impacts

Material topic	Impact	
E Environmental		
	Positive impacts	Negative impacts
Energy management and adaptation to climate change	• Development of the climate monitoring and control system	• GHG emissions contributing to climate change
	• Use of renewable energy sources	• Power consumption from carbon-intensive fuel (coal and diesel fuel)
	• Lower power consumption intensity; introduction of the environmental management system	• Limited investment in adaptation measures
	• Execution of climate-focused projects	
Impact on water resources	• Increased use of associated water (pit, rain, snow melt) instead of fresh water	• Water consumption from natural water bodies
	• Water reuse in closed-loop water supply systems	• Discharge of pollutants into water bodies
	• Discharge water quality monitoring	
Waste management	• Introduction of in-house waste recycling facilities	• Accumulation of industrial waste
	• Contribution to building a circular economy by transferring waste to third parties for recycling	• Large areas covered by mining waste (e.g., overburden)
		• Depositing hazardous waste
Biodiversity	• Biodiversity monitoring in the area of industrial impact	• Land stripped for mining, access roads and waste treatment facilities (deforestation)
	• Reforestation, fish stocking and land reclamation	• Impact on biodiversity from wastewater discharges, air pollutant emissions, noise, light and vibration pollution
	• Cooperation with regional nature reserves and national parks	

Material topic		Impact	
E Environmental			
	Positive impacts	Negative impacts	
Emissions	• Introduction of best available technologies in rock stockpiling, dumping, handling, haulage and anti-dust irrigation	• Air pollutant emissions	
	• Stabilization of scrubbers		
	• Air quality monitoring in the area of industrial impact		
Responsible tailings management	• Ensuring the safety of TSFs	• Potential hazard to the health, well-being and safety of employees and local communities in the event of accidents at TSFs; possible damage to infrastructure and natural resources	
	• Measures implemented in accordance with the requirements of the Global Industry Standard on Tailings Management		
	• Introduction of response plans for possible accidents		
S Social			
	Positive impacts	Negative impacts	
Occupational health and safety	• Safety culture improvement and injury prevention	• Industrial injuries and accidents	
	• Health and safety training and awareness raising		
	• Support for medical stations, company doctors, launch of the SMARTmed project and other steps to keep employees and contractors healthy		
Emergency preparedness	• Emergency prevention	• Potential air, soil and water pollution, degradation of ecosystems and habitats and the death of animals as a result of industrial accidents	
	• Introduction of and support for an effective accident response system		
	• Emergency response training for employees		
		• Potential damage to the health of employees, contractors and/or locals as a result of industrial accidents	

Material topic	Impact	
S Social		
	Positive impacts	Negative impacts
Employment	• Creation of jobs in the regions of operations	• Potential breaches of labor laws
	• Ensuring a decent working environment and remuneration system; development of corporate culture	• Need for fly-in fly-out work arrangement
	• Full social package for employees; improvement of social and working conditions and infrastructure	• Open-ended working hours affecting the mental health of employees • Challenges in accommodating caregivers of children or elderly family members • Risk of forced or bonded labor
Training and development	• Providing employees with opportunities for training and developing competencies	• Potential disregard for obligations to upgrade the skills of employees
	• Formation of a talent pool	• Potential discriminatory practices in providing opportunities for additional training
	• Education projects and career guidance for schoolchildren; cooperation with universities to attract students	
Human rights	• Promotion of diversity across Polyus at all levels	• Potential breach of human rights in employer–employee relations and/or as a result of environmental pollution
	• Comprehensive audit of compliance with human rights; development and implementation of an action plan to improve risk management in terms of human rights	• Potential practices of discrimination on any grounds
	• Support for the ethics and human rights grievances hotline	• Potential human rights violations by Polyus’ security personnel
Local communities	• Partnership with regional and local authorities to implement infrastructure and other social investment projects	• Potential non-compliance with obligations regarding social and economic cooperation
	• Charity and sponsorship projects implemented in the regions of operations	• Loss of traditions, culture or cultural identity of indigenous people due to restricted access to land and natural resources
	• Projects for indigenous peoples	• Polyus’ negative environmental impact affecting the health of locals and access to natural resources

Material topic	Impact	
G Governance		
	Positive impacts	Negative impacts
Operational efficiency and innovation	• Reduction in operational, environmental and industrial risks due to digitalization	• Business interruption resulting from cybersecurity threats
	• Informed management decisions based on high-quality data analysis	
	• Process automation	
Tax policy	• Tax payments to federal and regional budgets	• Potential failure to pay taxes on time and in full • Potential non-compliance of operations with tax policies
Economic performance	• Creation of distributed economic value by Polyus' operations and distributed by stakeholder groups	• Potential shortfall in distributed economic value received by stakeholders due to underperformance
	• Investment in infrastructure projects in the regions of operation	
Supply chain	• Procurement from local suppliers; support for small and medium-sized business	• Potential contracting of unscrupulous suppliers
	• Monitoring of contractors' compliance with human rights, environmental and social practices	• Changes in the supply chain
Business ethics and anti-corruption	• Corruption and fraud prevention and counteraction	• Potential breach of the principles of business ethics and requirements of anti-corruption laws
	• Stakeholder engagement in identifying corruption, fraud, corporate conflicts and theft	• Violations of the Code of Corporate Conduct (e.g., unauthorized political activity on behalf of the Company, etc.)
	• Participation in legislative initiatives	

Appendix 3.

Key sustainability documents

Polyus' corporate sustainability regulations can be found on [the corporate website](#).

Internal

E Environmental stewardship

- Polyus' Sustainability Strategy
- Environmental Policy
- Health, Safety and Environmental Policy
- Stakeholder Engagement Policy
- Tailings Storage Facility Safety: Polyus Group Statement
- Standard on the Sustainable Use of Natural Resources and Prevention of Environmental Pollution
- Standard on Biodiversity Conservation
- Corporate Standard on Cyanide Management
- Environmental and Social Impact Assessment Standard
- Company Standard for Contractor Engagement Health, Safety and Environment
- Gold Mine Waste Quality Assessment System Standard
- HSE Risk Management Standard, including Guidelines on Identification and Assessment of Environmental Risks
- Mine Closure and Reclamation Standard
- Guidelines on Risk Assessment and Biodiversity Monitoring
- Guidelines on Identifying and Assessing Environmental Risks¹

External

- Executive Order on the Development Goals of the Russian Federation through 2030 and for the Future Until 2036
- Russian national standards, laws and regulatory acts, including:
 - Water Code of the Russian Federation
 - Land Code of the Russian Federation
 - Federal Law On Environmental Protection
 - Federal Law On Water Supply and Wastewater Disposal
 - Federal Law On Production and Consumption Waste
 - Law of the Russian Federation On Subsoil Resources
- ISO 14001 Environmental management systems. Requirements with guidance for use
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- IFC's Performance Standards on Environmental and Social Sustainability
- International Cyanide Management Code
- Global Industry Standard on Tailings Management
- Kunming-Montreal Global Biodiversity Framework
- Recommendations of the Task Force on Nature-related Financial Disclosures (TNFD)

E Energy consumption and climate change

- Polyus' Climate Strategy
- Functional strategy for Operations and Technical Development in terms of production asset management until 2027
- Standard on the Sustainable Use of Natural Resources and Prevention of Environmental Pollution
- Standard on Planning and Accounting for Electricity Consumption
- Standard on Calculating Specific Energy Consumption
- Production Asset Management Policy
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- IFRS S2 Climate-related Disclosures
- Guidelines of the Intergovernmental Panel on Climate Change (IPCC)
- GHG Protocol Corporate Accounting and Reporting Standard
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- Strategy of Socio-economic Development of the Russian Federation with a Low Level of Greenhouse Gas Emissions until 2050
- IFC's Performance Standards on Environmental and Social Sustainability
- ISO 50001:2018

¹ This document was updated in 2024. The Company plans to approve the revised version in 2025.

Internal

External

S Our employees

- Code of Corporate Conduct
- Human Rights Policy
- Diversity and Inclusion Position Statement
- Regulations on Employee Remuneration and Incentives
- Regulations on Guarantees, Compensations and Benefits Provided to Employees
- Regulations on the Mentorship Program
- Company Guidelines on Requirements for the Process of Personnel Adaptation in Managed Companies
- Regulations on the On-demand Employee Training Management
- Regulations on Succession Pool Management
- HiPo (Talent Pool) Management Standard
- Regulations on the Organization of Internal Communications
- Regulations on Organizing Business Trips/Site Visits
- Guidelines for the Corporate Design of Office Spaces
- Guidelines on Managing Material and Technical Resources for Equipping Social and Utility Infrastructure Facilities Designed to Accommodate Employees During Rotational Assignments at the Company's Remote Sites
- Occupational Health Standard

- Labor Code of the Russian Federation
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- IFC's Performance Standards on Environmental and Social Sustainability

S Health and safety

- Health, Safety and Environmental Policy
- Alcohol and Drug Abuse Policy
- Road Safety Policy
- Golden Safety Rules
- Regulations on Organization of High Risk Work at Hazardous Production Facilities
- Regulations on Production Control of Compliance with Industrial Safety Requirements at Hazardous Production Facilities
- Guidelines on Emergency Response and Rescue
- Guidelines on the Expert Review of Draft Terms of Reference for the Procurement of Materials and Equipment as part of Industrial Safety
- Road Safety Guidelines
- Standard on HSE Training and Knowledge Assessment
- Regulations on Special Assessment of Labor Conditions
- Standard on the Integrated HSE and Sustainable Development System
- Standard on Leadership for Developing Production Culture
- Standard on Personal Protective Equipment
- Company Standard for Contractor Engagement, Health, Safety and Environment
- Standard on the Internal Audit of the HSE Integrated Management System
- Standard on Reporting, Registration, Recording and Internal Investigation of Incidents
- Occupational Health, Medical Support and Emergency Medical Aid Standard

- ISO 45001:2018
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- IFC's Performance Standards on Environmental and Social Sustainability

Internal

External

S Supporting local communities

- Charity and Sponsorship Policy
- Stakeholder Engagement Policy
- Human Rights Policy
- Regulations on the Pole of Opportunity Grant Contest
- Regulations on the Your Territory Grant Contest
- Regulations on Interacting with State Authorities, Local Governments and Infrastructure Organizations
- Regulations on Charity and Sponsorship Project Management
- Resettlement Standard
- Standard for Engagement with Indigenous Peoples

- UN Global Compact
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- IFC's Performance Standards on Environmental and Social Sustainability

S Sustainability management

- Policy on Risk Management and Internal Control
- Stakeholder Engagement Policy
- Standard on Sustainable Development in Managing Company and Managed Companies

- UN Sustainable Development Goals
- UN Global Compact Principles
- IFC's Performance Standards on Environmental and Social Sustainability

G Ethics, anti-corruption compliance and human rights

- Code of Corporate Conduct
- Anti-Corruption Compliance Policy
- Policy on Risk Management and Internal Control
- Human Rights Policy
- Diversity and Inclusion Position Statement
- Stakeholder Engagement Policy
- Standard for Engagement with Indigenous Peoples
- Supplier Code of Conduct

- Anti-Corruption Charter of Russian Business
- UN Global Compact
- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights (UNGPs)
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Convention against Corruption
- OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- IFC's Performance Standards on Environmental and Social Sustainability

Internal

External

G Innovations, digital transformation and cybersecurity

- Information Security Policy
- Personal Data Processing Policy
- Information Security Policy for Critical Information Systems
- Federal Law No. 152 On Personal Data dated July 27, 2006

G Sustainable supply chain

- Supplier Code of Conduct
- Company Standard for Contractor Engagement, Health, Safety and Environment
- Sustainable Development Principles of the International Council on Mining and Metals (ICMM)
- International Cyanide Management Code
- IFC's Performance Standards on Environmental and Social Sustainability

G Economic performance

- Polyus Regulations on Internal Audit
- Stakeholder Engagement Policy
- Policy on Risk Management and Internal Control
- Federal Law on Consolidated Financial Statements
- Federal Law on Auditing
- Tax Code

Appendix 4.

GRI: Content Index

Statement of use	Polyus group has prepared the Report in accordance with the GRI Standards for the reporting period from January 1, 2024 to December 31, 2024
Application of GRI 1	GRI 1: Foundation 2021
Industry standard	GRI 14: Mining Sector 2024

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 2: General Disclosures 2021	2-1 Organizational details	Where we operate, p. 6	The legal name of the Company is Polyus PJSC. The Company is headquartered in Moscow, Russia. Legal form: public joint-stock company (PJSC). Ownership type: private.
	2-2 Entities included in the organization's sustainability reporting	Appendix 1. About the Report, p. 196	
	2-3 Reporting period, frequency and contact point	Appendix 1. About the Report, p. 195 Appendix 9. Contact information, p. 255	This Report will be published by July 31, 2025
	2-4 Restatements of information	–	The Report contains a comment if any changes occurred in data preparation in 2024
	2-5 External assurance	Appendix 1. About the Report, p. 197	
	2-6 Activities, value chain and other business relationships	Business model, p. 8	
	2-7 Employees	Workforce composition and diversity, p. 104, 105, 106	The Company does not enter into employment contracts that do not guarantee the performance and payment for a specified number of working hours.
	2-8 Workers who are not employees	–	As of the end of 2024, the number of non-employee workers was 1. The average headcount of contractors in 2024 was 5,909.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	2-9 Governance structure and composition	Annual Review, Corporate Governance Sustainability management, p. 13	Information about the composition of the Board of Directors is disclosed in the Annual Report. Polyus considers data on the tenure of Board members and the composition of committees to be confidential and does not disclose this information.
	2-10 Nomination and selection of the highest governance body	Annual Report, Corporate Governance	For more information on the election and approval procedures of the Board of Directors, see Polyus PJSC' Charter
	2-11 Chair of the highest governance body	Annual Report, Corporate Governance	The Chair of the Board of Directors does not hold the position of CEO.
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability management, p. 13 Managing climate issues, p. 67 Measures to enhance energy efficiency, p. 72	The Company's functions collect feedback from the stakeholder groups they interact with. The resulting feedback is communicated to the highest governance bodies when functions present results of their work for the period.
	2-13 Delegation of responsibility for managing impacts	Sustainability management, p. 13 Managing sustainability risks, p. 17 Measures to enhance energy efficiency, p. 72	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability management, p. 13 Appendix 1. About the Report, p. 195, 196	
	2-15 Conflicts of interest	Anti-corruption, p. 162	Members of the Board of Directors strive to avoid conflicts of interest. In the event a conflict arises, they notify the Board and abstain from voting.
	2-16 Communication of critical concerns	Annual Review, Board of Directors	The total number of issues considered by the Board of Directors in 2024 was 38.
	2-17 Collective knowledge of the highest governance body	–	During the reporting period, no sustainability training was conducted for members of the Board of Directors.
	2-18 Evaluation of the performance of the highest governance body	–	No evaluation of the Board of Directors' performance was conducted during the reporting period.
	2-19 Remuneration policies	Sustainability management, p. 13 Annual Report, Remuneration of the Board of Directors	All forms of remuneration for the Board of Directors are set out in the Regulations on Remuneration and Compensation for Members of the Board of Directors of Polyus PJSC

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	2-20 Process to determine remuneration	Annual Report, Remuneration of the Board of Directors	The development of rules and determination of remuneration amounts are governed by the Regulations on Remuneration and Compensation for Members of the Board of Directors of Polyus PJSC. There are no remuneration consultants.
	2-21 Annual total compensation ratio	–	The indicator is not disclosed due to personal data protection considerations.
	2-22 Statement on sustainable development strategy	Executive statement, p. 3	
	2-23 Policy commitments	Sustainability management, p. 16 Anti-corruption, p.159 Respect for human rights, p.164	
	2-24 Embedding policy commitments	Sustainability management, p. 16 Respect for human rights, p. 164	
	2-25 Processes for remediate negative impacts	Sustainability management, p. 16 Managing sustainability risks, p. 17 Respect for human rights, p. 164, 165 Managing climate issues, p. 67	
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder engagement, p. 27, 29 Respect for human rights, p. 165	
	2-27 Compliance with laws and regulations	–	In 2024, the Company received fines totaling \$27.5 thousand, with improvement notices issued in 2023 and earlier amounting to \$0. During the reporting period, 2 fines exceeding the materiality threshold (\$3,241) were received. The total number of fines paid during the reporting period was 42. There were no significant legal violations resulting in non-financial sanctions during the reporting period.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 3: Material topics 2021	2-28 Membership associations	Climate change and energy consumption, p. 68 Commitment to the UN Global Compact Principles, p. 20 Stakeholder engagement, p. 31 Energy management, p. 68	
	2-29 Approach to stakeholder engagement	Stakeholder engagement, p. 27, 29	
	2-30 Collective bargaining agreements	Fostering diversity and inclusion, p. 97	
	3-1 Process to determine material topics	Appendix 1. About the Report, p. 196	
	3-2 List of material topics	Appendix 1. About the Report, p. 197	
	3-3 Management of material topics	Appendix 4. About the Report, p. 221	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity and land management, p. 47, 55	
	101-2 Management of biodiversity impacts	Biodiversity and land management, p. 47, 55	The indicator is disclosed partially. Information regarding biodiversity management plans for assets with the most significant impact is not disclosed because no significant biodiversity impacts have been identified at Company's assets. The synergetic effect of biodiversity and climate change management activities is disclosed in the Biodiversity Conservation Report. The effect of biodiversity impact management measures for stakeholders is not disclosed due to the absence of an appropriate reporting system.
	101-3 Access and benefit-sharing	–	The indicator is not disclosed due to its irrelevance in the context of the Russian territory.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	101-4 Identification of biodiversity impacts	Biodiversity and land management, p. 47 Environmental stewardship, p.38	The indicator is partially disclosed. Metrics related to areas with significant impact on biodiversity are not reported, as the Company has not identified such areas.
	101-5 Locations with biodiversity impacts	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations. Products and services in the Company's supply chain with a high potential impact on biodiversity have not been identified at this stage.
	101-6 Direct drivers of biodiversity loss	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations.
	101-7 Changes to the state of biodiversity	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations.
	101-8 Ecosystem services	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations. As of the reporting date, the Company has not conducted an assessment of its impact on ecosystem services and their beneficiaries. Polyus maintains ongoing communication with local communities to ensure the timely identification of such impacts.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Creating economic value, p. 182	
	201-2 Financial implications and other risks and opportunities due to climate change	Climate-related risks and opportunities, p. 74	The financial impacts of climate risks and opportunities, as well as the costs associated with measures to manage them, are not disclosed due to the absence of a dedicated data collection system.
	201-3 Defined benefit plan obligations and other retirement plans	–	The Company fully complies with Russian legislation regarding contributions to the pension fund. No corporate pension programs have been implemented.
	201-4 Financial assistance received from government	–	In 2024, Polyus did not receive any financial assistance from the government. The government is not among the Company's shareholders.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Talent development and boosting employee motivation, p. 112	The Company does not tolerate any form of discrimination. All employees are compensated equally, regardless of gender or other differences, based solely on the type, quantity and quality of work performed.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	202-2 Proportion of senior management hired from the local community	Workforce composition and diversity, p. 109	Senior executives include general directors and their deputies responsible for functional areas of activity, all of whom are full-time Company employees. Employees from the local population are considered to be those who are permanent residents in the constituent entity of the Russian Federation where the business unit is located. For the definition of significant locations of operation, see the Where We Operate section (GRI 2-1).
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Development of the regions of operations, p. 152	
	203-2 Significant indirect economic impacts	Creating economic value, p. 181	All of the Company's sites strive to enhance positive impacts and minimize potential negative effects of their operations on local communities. During the reporting period, no significant cases of negative impact on local communities were recorded.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local procurement, p. 190, 192	Local suppliers are those operating in the same region as the Company's business unit initiating the procurement.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-corruption, p. 161	Among the key corporate-level risks, the Company highlights the following: • Non-compliance with applicable anti-corruption laws and regulations, including violations of internal policies by employees • Abuse of power and corporate fraud
	205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption, p. 161, 162, 163	In 2024, the Company did not conduct anti-corruption training for members of the Board of Directors.
	205-3 Confirmed incidents of corruption and actions taken	Anti-corruption, p. 163	In 2024, one case of corruption was recorded due to the Company's proactive and diligent cooperation with law enforcement authorities: a former employee was convicted of commercial bribery following investigations conducted with the Company's assistance and support. There was one confirmed case of employee dismissal or disciplinary action for corrupt practices. In the reporting year, no following cases were recorded: • confirmed cases of non-renewal or termination of contracts with business partners due to violations related to corruption; • public legal proceedings related to corruption initiated against the Company or its employees during the reporting period; • administrative liability cases against the Company, its subsidiaries and affiliates, related to corruption

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Anti-corruption, p. 161	
GRI 207: Tax 2019	207-1 Approach to tax	Tax policy, p. 183	
	207-2 Tax governance, control and risk management	Tax policy, p. 183	
	207-3 Stakeholder engagement and management of concerns related to tax	Tax policy, p. 183	
	207-4 Country-by-country reporting	Tax policy, p. 184	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy consumption and energy efficiency metrics, p. 80	The total fuel consumption in 2024 amounted to 14,462 TJ, including 5 TJ from renewable sources (wood fuel). The Company does not use cooling or steam energy for its operational activities. The Company does not sell cooling or steam energy. Total energy consumption in 2024 was 22,355 TJ. Conversion factors used to translate physical fuel consumption units into GJ: • Coal – 18.9 • Diesel – 43 • Gasoline – 44.3 • Oil – 42.3 • Firewood – 15 Total power generation by Polyus in 2024 was 468,000 GCal of heat energy and 371 million kW/h of electric energy. Energy sales to third party consumers included 1,042 million kW/h of electric energy and 70,751 GCal of heat energy
	302-2 Energy consumption outside of the organization	–	The indicator is not disclosed due to the absence of an appropriate reporting system.
	302-3 Energy intensity	Energy consumption and energy efficiency metrics, p. 80	The energy intensity ratio amounted to 442 MJ per tonne of ore. The calculation is based on data on primary energy consumption and the internal consumption of heat and electricity within the Company.
	302-4 Reduction of energy consumption	–	The indicator is not disclosed due to the absence of an appropriate reporting system. In 2024, the total energy consumption (including fuel) decreased by 632 TJ
	302-5 Reductions in energy requirements of products and services	–	Not applicable due to the nature of the Company's products.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water stewardship, p. 41 Environmental stewardship, p. 40	At present, the Company does not engage with suppliers or customers to minimize their significant impacts on water resources.
	303-2 Management of water discharge-related impacts	Water stewardship, p. 41	
	303-3 Water withdrawal	Water stewardship, p. 41, 56, 57	Polyus does not operate or withdraw water in regions experiencing water scarcity.
	303-4 Water discharge	Water stewardship, p. 41, 56, 57	For each pollutant, the Company has established limits based on the maximum permissible concentration (MPC) values and the background condition of water bodies to determine the concentration of chemical substances in water that reflects the average conditions of the site's region. For certain pollutants, such as nitrite ions, chlorides, and sulfates, the Company has adopted stricter standards than those set by the hygiene regulations GN 2.1.5.1315-03.
	303-5 Water consumption	Water stewardship, p. 41, 56, 57	Total water consumption amounted to 19.5 million m ³ . Polyus does not operate or consume water in regions experiencing water scarcity. Changes in water volumes in storage facilities do not have a significant impact on water resources.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Using green energy and fuels, p. 73 Climate-related metrics, p. 75, 76, 77	Emissions from the combustion of biofuel in 2024 amounted to 265 tonnes of CO ₂ -e. The Company's facilities do not generate biogenic CO ₂ emissions.
	305-2 Energy indirect (Scope 2) GHG emissions	Using green energy and fuels, p. 73 Climate-related metrics, p. 75, 76, 77	The Company's indirect energy emissions are as follows: Regional method: • 806,807 tonnes of CO₂-e • Market-based method: 7,283 tonnes of CO₂-e
	305-3 Other indirect (Scope 3) GHG emissions	Climate-related metrics, p. 75, 79	Gases included in the calculation: CO ₂ , CH ₄ , N ₂ O. There are no CO ₂ emissions from biomass decomposition.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	305-4 GHG emissions intensity	Climate-related metrics, p. 75, 76	The Company's GHG emissions intensity according to: - Market-based method: 26 kg of CO₂-e / tonne - Regional method: 42 kg of CO₂-e / tonne Emissions included in the calculation of GHG emissions intensity cover Scope 1 and 2 emissions.
	305-5 Reduction of GHG emissions	Carbon credit projects and GHG emissions reduction activities, p. 70 Using green energy and fuels, p. 73	Gases included in the calculation: CO₂, CH₄, N₂O. The reduction in total GHG emissions resulting from initiatives is not disclosed due to the absence of an appropriate reporting system.
	305-6 Emissions of ozone-depleting substances (ODS)	–	Ozone-depleting substances are not generated as a result of the Company's operations.
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	Reducing air emissions, p. 58	Information on emissions of hazardous air pollutants (HAPs) is not disclosed due to the absence of this pollutant category in Russian legislation. The Company's operations do not result in emissions of persistent organic pollutants.
GRI 306-3: Effluents and waste 2016	306-3 Significant spills	–	No significant spills were detected
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management, p. 43 Safety of tailings facilities, p. 38	
	306-2 Management of significant waste-related impacts	Waste management, p. 43	The Company does not engage in the transportation, import, export or processing of waste classified as hazardous under the terms of the Basel Convention (Annexes I, II, III, and VIII).
	306-3 Waste generated	Waste management, p. 59	
	306-4 Waste diverted from disposal	Waste management, p. 59	Data was collected using the 2TP (waste) methodology. Due to the absence of a centralized reporting system, the breakdown of the following operations is not provided separately for the Company's facilities and third-party organizations: - Direct reuse of waste for its intended purpose (recycling) - Return to the production cycle after appropriate treatment (regeneration) - Other waste disposal activities

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	306-5 Waste directed to disposal	Waste management, p. 59	Waste incineration without energy recovery is not classified as a separate category of waste management. For the purposes of this Report, the GRI concept of “landfilling” is understood as the term “waste disposal” as defined under Russian legislation. According to Article 1 of the Federal Law of the Russian Federation On Production and Consumption Waste dated June 24, 1998, No.89-FZ, waste disposal is defined as the storage and burial of waste.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	–	Some of Polyus’ suppliers undergo self-assessment based on ESG criteria through questionnaires. The questionnaire includes questions about environmental impact and other aspects of sustainability. The indicators are not disclosed due to the absence of an appropriate recording system.
	308-2 Negative environmental impacts in the supply chain and actions taken	–	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce composition and diversity, p. 104, 108, 109, 110	The Company’s turnover rate was 44.15%. Turnover rates by gender: • Women – 34.64% • Men – 46.0% Turnover rates by age group: • Under 30 – 70.29% • 30 to 40 – 44.42% • 40 to 50 – 38.90% • 50 and older – 33.23% Turnover rates by asset: • Olimpiada and Blagodatnoye – 39.36% • Verninskoye – 98.34% • Kuranakh – 58.35% • Natalka – 35.19% • Sukhoi Log – 43.15% • Alluvials – 187.99% • Polyus Logistics – 32.41% • Polyus Schit – 31.71% • Polyus Stroi – 27.64% • Polyus Project – 35.1% • Power Group – 20.72% • Head Office – 28.87% • Shared Service Center – 25.97% • Polyus Digital – 16.34% • Polyus Geoservice – 24.13% • Chulbatkan – 36.2% • Polyus Talent Pool – 337.41% • Bodaibo Airport – 22.23%

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Staff development and motivation, p.92 Social support for employees, p.98	The Company provides equal benefits to all employees, with the exception of additional medical insurance, which is not offered to part-time employees.
	401-3 Parental leave	–	The Company complies with all legal requirements. All employees entitled to maternity or paternity leave are free to exercise this right while retaining their positions. The total number of employees eligible for maternity or paternity leave was 16,791, including 3,074 women and 13,717 men. The total number of employees who took maternity/paternity leave: 260 (including 163 women and 97 men). The total number of employees who returned to work during the reporting period following maternity/paternity leave: 244 (including 146 women and 98 men). The total number of employees who returned to work after maternity/paternity leave and remained employed 12 months after returning: 40 (including 28 women and 12 men). Retention rate: 35%. Retention rate for women: 31%. Retention rate for men: 55%. The indicator is disclosed partially: return-to-work rate is not disclosed due to the absence of an appropriate reporting system
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	–	In line with the applicable Labor Code of the Russian Federation, federal laws and other regulatory legal acts containing labor law provisions, as well as collective agreements and employment contracts. In accordance with Part 2 of Article 74 of the Labor Code of the Russian Federation, the minimum notice period is 2 months.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and safety, p. 117	
	403-2 Hazard identification, risk assessment and incident investigation	Health and safety, p. 117	
		Contractor management, p. 119	
		Enhancing the safety culture, p. 119	
		Injury prevention, p. 120	
		Road safety, p. 123	
		Emergency prevention, p. 124	
	403-3 Occupational health services	Occupational health, p. 101	
	403-4 Worker participation, consultation and communication on occupational health and safety	Health and safety, p. 117	
	403-5 Worker training on occupational health and safety	Health and safety training, p. 121	
		Road safety, p. 123	
		Emergency prevention, p. 124	
	403-6 Promotion of worker health	Occupational health, p. 101	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked with business relationships	Supplier and contractor requirements, p. 188, 189	
	403-8 Workers covered by an occupational health and safety management system	Health and safety, p. 117	

GRI standard	Disclosure	Page number and section reference	Comments and omissions
	403-9 Work-related injuries	Road safety, p. 124 Occupational injury rates, p. 126	In calculating the indicator for previous reporting periods, the Company included the number of fatalities and injuries resulting from occupational accidents, as well as the number of employees who sustained minor injuries that required medical assistance. Total number of high-consequence work-related injuries among employees (excluding fatalities): • 2021 — 9 • 2022 — 1 • 2023 — 3 • 2024 — 3 Rate of high-consequence work-related injuries among employees (excluding fatalities) per 200,000 working hours: • 2021 — 0.04 • 2022 — 0.004 • 2023 — 0.013 • 2024 — 0.017 Total injury frequency rate among contractors per 200,000 working hours: • 2021 — 1.00 • 2022 — 0.51 • 2023 — 0.76 • 2024 — 0.84 Total number of high-consequence work-related injuries among contractors (excluding fatalities): • 2024 — 2 High-consequence injury rate among contractors (excluding fatalities) per 200,000 working hours: • 2024 — 0.022
	403-10 Work-related ill health	Occupational disease rates, p. 128 Occupational health, p. 101	Number of employee fatalities due to occupational diseases: • 2021 — 0 • 2022 — 0 • 2023 — 0 • 2024 — 0 Number of reported occupational disease cases among employees: • 2021 — 10 • 2022 — 2 • 2023 — 5 • 2024 — 10 Data on contractor employees and non-staff workers is not disclosed due to the absence of an appropriate reporting system.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Workforce composition and diversity, p. 111	The Company applies a consistent approach to employee training, regardless of gender.
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent development and boosting employee motivation, p. 92	Polyus does not have transition assistance programs to maintain ongoing employability or to manage career transitions resulting from retirement or resignation.
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent development and boosting employee motivation, p. 96	All employees (100%) undergo performance evaluations based on a system of functional and individual KPIs.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce composition and diversity, p. 104, 106, 107	Gender composition of the Board of Directors: - Men – 89% (8 out of 9 members) - Women – 11% (1 out of 9 members) Age distribution of the Board of Directors: 30 to 40 – 2 members (22%) 40 to 50 – 5 members (56%) 50 to 60 – 1 member (11%) - Over 60 – 1 member (11%)
	405-2 Ratio of basic salary and remuneration of women to men	Workforce composition and diversity, p. 111, 113	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Respect for human rights, p. 166	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	The Company strictly complies with the legislation of the countries where it operates. In accordance with collective bargaining agreements and our Human Rights Policy, freedom of association and collective bargaining are guaranteed for employees and suppliers. An assessment of human rights risks within the supply chain was not conducted during the reporting year.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	–	The Company has not identified any significant risk of child labor occurring within its operations. No risk assessment was conducted among contractors.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	–	The Company has not identified any significant risk of forced labor occurring within its operations. No risk assessment was conducted among contractors.

GRI standard	Disclosure	Page number and section reference	Comments and omissions
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	–	In 2024, no training was conducted for security personnel on policies and procedures related to human rights.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Indigenous peoples, p. 153	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Supporting local communities, p. 132 Creating economic value, p. 181	100% of the Company's mining operations implement local community engagement programs.
	413-2 Operations with significant actual and potential negative impacts on local communities	–	Although Polyus does not conduct formal assessments of potential negative impacts, all of its sites strive to enhance positive impacts and minimize potential adverse effects of their operations on local communities.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	–	Some of Polyus' suppliers undergo self-assessment based on ESG criteria through questionnaires. The questionnaire includes questions about environmental impact and other aspects of sustainability.
	414-2 Negative social impacts in the supply chain and actions taken	–	The indicators are not disclosed due to the absence of an appropriate recording system.
GRI 415: Public Policy 2016	415-1 Political contributions	–	Polyus does not provide support for political activities.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	Violations of customer privacy are not applicable to the Company, as it does not engage with retail consumers.

Mapping of material topics and relevant material aspects of GRI reporting

GRI 3-3

No.	Material topic	Material topic – GRI 14: Mining Sector 2024	Relevant GRI material disclosures	Report section	Relevant material disclosures under GRI 14: Mining Sector 2024
Priority 1					
1	Business ethics and anti-corruption	Anti-corruption	205-1, 205-2, 205-3	Anti-corruption	14.22.1, 14.22.2, 14.22.3, 14.22.4
		Public policy	415-1		14.24.1, 14.24.2
2	Employment	Employment practices	202-1, 401-1, 401-2, 401-3, 402-1	Our employees	14.17.1, 14.17.2, 14.17.3, 14.17.4, 14.17.5, 14.17.6
3	Occupational health and safety	Occupational health and safety	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	Health and safety	14.16.1, 14.16.2, 14.16.3, 14.16.4, 14.16.5, 14.16.6, 14.16.7, 14.16.8, 14.16.9, 14.16.10, 14.16.11
4	Local communities	Local communities	413-1, 413-2	Supporting local communities	14.10.1, 14.10.2, 14.10.3
		Rights of Indigenous Peoples	411-1		14.11.1, 14.11.2
5	Tax policy	Payments to governments	201-1, 201-4, 207-1, 207-2, 207-3, 207-4	Tax policy	14.23.1, 14.23.2, 14.23.3, 14.23.4, 14.23.5, 14.23.6, 14.23.7
6	Economic performance	Economic impacts	201-1, 203-1, 203-2	Creating economic value	14.9.1, 14.9.2, 14.9.3, 14.9.4
Priority 2					
7	Emergency preparedness	Critical incident management	306-3 (Significant spills)	Health and safety Emergency prevention	14.15.1, 14.15.2
8	Training and development	Employment practices	404-1, 404-2	Our employees Talent development and boosting employee motivation	14.17.1, 14.17.7, 14.17.8
9	Operational efficiency and innovation	–	–	Digitalization and information technologies	–
10	Responsible tailings management	Tailings	–	Environmental stewardship Safety of tailings storage facilities	14.6.1
11	Energy management and adaptation to climate change	GHG emissions	302-1, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5	Energy consumption and energy efficiency metrics	14.1.1, 14.1.2, 14.1.3, 14.1.4, 14.1.5, 14.1.6, 14.1.7, 14.1.8, 14.1.9
		Climate adaptation and resilience	201-2	Climate-related metrics Use of green energy and fuels Climate-related risks and opportunities	14.2.1, 14.2.2

No.	Material topic	Material topic – GRI 14: Mining Sector 2024	Relevant GRI material disclosures	Report section	Relevant material disclosures under GRI 14: Mining Sector 2024
Priority 3					
12	Biodiversity	Biodiversity	101-1, 101-2, 101-4, 101-5, 101-6, 101-7, 101-8	Environmental stewardship Biodiversity conservation and reforestation	14.4.1, 14.4.2, 14.4.3, 14.4.4, 14.4.5, 14.4.6, 14.4.7, 14.4.8
13	Impact on water resources	Water and effluents	303-1, 303-2, 303-3, 303-4, 303-5	Environmental stewardship Water stewardship	14.7.1, 14.7.2, 14.7.3, 14.7.4, 14.7.5, 14.7.6
14	Emissions	Air emissions	305-7	Environmental stewardship Reducing air emissions	14.3.1, 14.3.2
15	Waste management	Waste	306-1, 306-2, 306-3, 306-4, 306-5	Environmental stewardship Waste management	14.5.1, 14.5.2, 14.5.3, 14.5.4, 14.5.5, 14.5.6
16	Human rights	Freedom of association and collective bargaining	407-1	Respect for human rights	14.20.1, 14.20.2
		Non-discrimination and equal opportunity	202-2, 401-3, 404-1, 405-1, 405-2, 406-1		14.21.1, 14.21.2, 14.21.3, 14.21.4, 14.21.5, 14.21.6, 14.21.7
		Child labor	408-1, 414-1		14.18.1, 14.18.2, 14.18.3
		Forced labor and modern slavery	409-1, 414-1		14.19.1, 14.19.2, 14.19.3
		Security practices	410-1		14.14.1, 14.14.2
17	Supply chain	Economic impacts	204-1, 308-1, 308-2, 414-1	Supplier and contractor requirements	14.9.1, 14.9.5, 14.17.10
		Employment practices	414-1, 414-2		14.17.1, 14.17.9, 14.17.10

Topic – GRI 14: Mining Sector 2024	Comments
Closure and Rehabilitation	Impacts related to this topic are addressed within other material topics. In 2024, the Company did not carry out any closure activities at production sites or mining areas. The procedure for decommissioning assets and land reclamation is governed by the Mine Closure and Reclamation Standard. This process involves engagement with relevant stakeholders.

Non-material topics under GRI 14: Mining Sector 2024

No.	Topic – GRI 14: Mining Sector 2024	Comments
1	Land and resource rights	All of the Company’s business units are committed to enhancing their positive impact on local communities while minimizing potential adverse effects. All new sites and facilities under development underwent environmental and social impact assessments in accordance with the Environmental and Social Impact Assessment Standard. The Company ensures the engagement of stakeholders at all stages of the assessment process. During the reporting period, no significant cases of negative impact on local communities were recorded.
2	Artisanal and small-scale mining	Not applicable to Polyus. The Company does not engage in artisanal or small-scale mining.
3	Conflict-affected and high-risk areas	Polyus does not operate in or near conflict-affected areas or regions with a high risk of human rights violations.

Disclosures under GRI 14: Mining Sector 2024

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
-	14.0.1	Where we operate, p. 6 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 238	
GHG emissions	14.1.2	Energy consumption and energy efficiency metrics, p. 80	
	14.1.3	-	The indicator is not disclosed due to the absence of an appropriate reporting system.
	14.1.4	Energy consumption and energy efficiency metrics, p. 80	
	14.1.5	Climate-related metrics, p. 75 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 234	GHG emissions resulting from land use change and land use type conversion were not generated during the reporting period, as the Company did not engage in such activities.
	14.1.6	Climate-related metrics, p. 75 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 234	
	14.1.7	Climate-related metrics, p. 75 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 234	
	14.1.8	Climate-related metrics, p. 75	
	14.1.9	Carbon credit projects and GHG emissions reduction activities, p. 70	
Climate adaptation and resilience	14.2.2	Climate-related risks and opportunities, p. 74	The indicator is not disclosed due to the absence of an appropriate reporting system.

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Air emissions	14.3.2	Reducing air emissions, p. 58 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 235	Information on emissions of hazardous air pollutants (HAPs) is not disclosed due to the absence of this pollutant category in Russian legislation. The Company does not measure emissions of persistent organic pollutants (POP).
Biodiversity	14.4.2	Environmental stewardship, p. 47	
	14.4.3	Biodiversity and land management, p. 47, 62	The indicator is partially disclosed.
	14.4.4	Environmental stewardship, p. 38 Biodiversity and land management, p. 47	Metrics related to areas with significant impact on biodiversity are not reported, as the Company has not identified such areas.
	14.4.5	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations. Products and services in the Company's supply chain with a high potential impact on biodiversity have not been identified at this stage.
	14.4.6	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations.
	14.4.7	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations.
	14.4.8	–	The indicator is not disclosed, as no significant impacts on biodiversity have been identified at the Company's operations. As of the reporting date, the Company has not conducted an assessment of its impact on ecosystem services and their beneficiaries. Polyus maintains ongoing communication with local communities to ensure the timely identification of such impacts.

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Waste	14.5.2	Environmental stewardship. Management, p. 38 Waste management, p. 43	
	14.5.3	Waste management, p. 43	The Company does not engage in the transportation, import, export or processing of waste classified as hazardous under the terms of the Basel Convention (Annexes I, II, III, and VIII).
	14.5.4	Waste management, p. 59 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 236	
	14.5.5	Waste management, p. 59, 60 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit p. 237	Data was collected using the 2TP (waste) methodology. Due to the absence of a centralized reporting system, the breakdown of the following operations is not provided separately for the Company's facilities and third-party organizations: • Direct reuse of waste for its intended purpose (recycling); • Return to the production cycle after appropriate treatment (regeneration); • Other waste disposal activities.
	14.5.6	Waste management, p. 59, 60 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit p. 237	Waste incineration without energy recovery is not classified as a separate category of waste management. For the purposes of this Report, the GRI concept of “landfilling” is understood as the term “waste disposal” as defined under the Russian legislation. According to Article 1 of the Federal Law of the Russian Federation On Production and Consumption Waste dated June 24, 1998, No.89-FZ, waste disposal is defined as the storage and burial of waste.
Tailings	14.6.2	Safety of tailings facilities, p. 45, 60, 61 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit p. 239	
	14.6.3	Safety of tailings facilities, p. 61 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit p. 239	

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Water and effluents	14.7.2	Environmental stewardship, p. 40	At present, the Company does not engage with suppliers or customers to minimize their significant impacts on water resources.
	14.7.3	Water stewardship, p. 41	
	14.7.4	Water stewardship, p. 56, 57 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 235	Polyus does not operate or withdraw water in regions experiencing water scarcity.
	14.7.5	Water stewardship, p. 56, 57 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 235	For each pollutant, the Company has established limits based on the maximum permissible concentration (MPC) values and the background condition of water bodies to determine the concentration of chemical substances in water that reflects the average conditions of the site's region. For certain pollutants, such as nitrite ions, chlorides, and sulfates, the Company has adopted stricter standards than those set by the hygiene regulations GN 2.1.5.1315-03.
	14.7.6	Water stewardship, p. 56, 57 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 236	Total water consumption amounted to 19.5 million m ³ . Polyus does not operate or consume water in regions experiencing water scarcity. Changes in water volumes in storage facilities do not have a significant impact on water resources.

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Closure and rehabilitation	14.8.2	-	In line with the applicable Labor Code of the Russian Federation, federal laws and other regulatory legal acts containing labor law provisions, as well as collective agreements and employment contracts. In accordance with Part 2 of Article 74 of the Labor Code of the Russian Federation, the minimum notice period is 2 months.
	14.8.3	-	Polyus does not have transition assistance programs to maintain ongoing employability or to manage career transitions resulting from retirement or resignation.
	14.8.4	Biodiversity and land management, p. 63	
	14.8.5	Biodiversity and land management, p. 63	
	14.8.6	Biodiversity and land management, p. 63 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 238	
	14.8.7	-	The projected mine life for the group as a whole is 36 years.
	14.8.8	-	The indicator is not disclosed due to the absence of an appropriate reporting system.
	14.8.9	-	The indicator is not disclosed due to the absence of an appropriate reporting system.
Economic impacts	14.9.2	Creating economic value, p. 181, 182	
	14.9.3	Development of the regions of operations, p. 152	
	14.9.4	Generating economic value, p.181	
	14.9.5	Creating economic value, p. 190, 192 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 240	
	14.9.6	-	The indicator is not disclosed due to the absence of an appropriate reporting system.
Local communities	14.10.2	Local procurement, p. 132 Generating economic value, p.181	100% of the Company's mining operations implement local community engagement programs.
	14.10.3	-	Although Polyus does not conduct formal assessments of potential negative impacts, all of its sites strive to enhance positive impacts and minimize potential adverse effects of their operations on local communities.
	14.10.4	-	The indicator is not disclosed due to the absence of an appropriate reporting system.

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Rights of Indigenous Peoples	14.11.2	Indigenous peoples, p. 153	
	14.11.3	–	The Company's business units located in regions inhabited by Indigenous Peoples of the North: • Kuranakh • Chulbatkan
	14.11.4	–	The indicator is not disclosed due to the absence of an appropriate reporting system.
Land and resource rights	14.12.2	–	There were no cases of involuntary resettlement.
	14.12.3	–	There were no reported cases of violations of the rights of local communities to land and resources. During the reporting period, no significant cases of negative impact on local communities were recorded.
Artisanal and small-scale mining	14.13.2	–	Not applicable.
	14.13.3	–	
Security practices	14.14.2	–	In 2024, no training was conducted for security personnel on policies and procedures related to human rights.
Critical incident management	14.15.2	–	No significant spills were detected.
	14.15.3	Incident rates, p. 128	There were no critical incidents.
	14.15.4	Emergency prevention, p. 124	There are 13 facilities with an approved Oil Spill Prevention and Response Plan. There is 1 mining site with an approved Oil Spill Prevention and Response Plan. There are 62 facilities with an approved Action Plan for Emergency Response and Mitigation. There are 25 mining sites with an approved Action Plan for Emergency Response and Mitigation. 100% of facilities have a developed Oil Spill Prevention and Response Plan. 100% of mining sites have a developed Oil Spill Prevention and Response Plan. 100% of facilities have a developed Action Plan for Emergency Response and Mitigation. 100% of mining sites have a developed Action Plan for Emergency Response and Mitigation.

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Occupational health and safety	14.16.2	Health and safety, p. 117	
	14.16.3	Health and safety, p. 117 Contractor management, p. 119 Enhancing the safety culture, p. 119 Injury prevention, p. 120 Road safety, p. 123 Emergency prevention, p. 124	In accordance with legal requirements, PPE provided to employees is appropriate to their gender and anthropometric measurements. According to the Code of Corporate Conduct, any employee can report incidents of misconduct to their immediate supervisor, the Ethics Coordinator or through the corporate Hotline. The Company is committed to investigating every report of discrimination and harassment. Retaliation against individuals who report potential violations is strictly prohibited.
	14.16.4	Occupational health, p. 101	
	14.16.5	Health and safety, p. 117	Members of the Occupational Health and Safety Committee are selected based on their professional qualifications, industry experience and personal qualities, regardless of gender.
	14.16.6	Health and safety training, p. 121 Road safety, p. 123 Emergency prevention, p. 124	
	14.16.7	Occupational health, p. 101	
	14.16.8	Supplier and contractor requirements, p. 188	
	14.16.9	Health and safety, p. 117	
	14.16.10	Road safety, p. 124 Occupational injury rates, p. 126	
	14.16.11	Occupational injury rates, p. 128 Occupational health, p. 101	

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Employment practices	14.17.2	Talent development and boosting employee motivation, p. 111, 112	
	14.17.3	Workforce composition and diversity, p. 104	
	14.17.4	Talent development and boosting employee motivation, p. 92	
	14.17.5	GRI Table, p. 216	
	14.17.6	GRI Table, p. 216	
	14.17.7	Talent development and boosting employee motivation, p. 111	
	14.17.8	Talent development and boosting employee motivation, p. 92	
	14.17.9	-	Some of Polyus' suppliers undergo self-assessment based on ESG criteria through questionnaires. The questionnaire includes questions about environmental impact and other aspects of sustainability.
	14.17.10	-	The indicators are not disclosed due to the absence of an appropriate recording system.
Child labor	14.18.2	-	The Company has not identified any risk of child labor occurring within its operations. No risk assessment was conducted among contractors.
	14.18.3	-	Some of Polyus' suppliers undergo self-assessment based on ESG criteria through questionnaires. The questionnaire includes questions about environmental impact and other aspects of sustainability. The indicator is not disclosed due to the absence of an appropriate recording system.
Forced labor and modern slavery	14.19.2	-	The Company has not identified any risk of forced labor occurring within its operations. No risk assessment was conducted among contractors.
	14.19.3	-	Some of Polyus' suppliers undergo self-assessment based on ESG criteria through questionnaires. The questionnaire includes questions about environmental impact and other aspects of sustainability. The indicator is not disclosed due to the absence of an appropriate recording system.
Freedom of association and collective bargaining	14.20.2	-	The Company strictly complies with the legislation of the countries where it operates. In accordance with collective bargaining agreements and our Human Rights Policy, freedom of association and collective bargaining are guaranteed for employees and suppliers. An assessment of human rights risks within the supply chain was not conducted during the reporting year.
	14.20.3		There were no strikes or lockouts at the Company in 2024.

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Non-discrimination and equal opportunity	14.21.2	Workforce composition and diversity, p. 109	
	14.21.3		The Company complies with all legal requirements. All employees entitled to maternity or paternity leave are free to exercise this right while retaining their positions. The total number of employees eligible for maternity or paternity leave was 16,791, including 3,074 women and 13,717 men. The total number of employees who took maternity/paternity leave: 191 (including 103 women and 88 men). The total number of employees who returned to work during the reporting period following maternity/paternity leave: 174 (including 86 women and 88 men). The total number of employees who returned to work after maternity/paternity leave and remained employed 12 months after returning: 36 (including 24 women and 12 men). Return-to-work rate: 81%. Return-to-work rate for women: 77%. Return-to-work rate for men: 85%. Retention rate: 32%. Retention rate for women: 26%. Retention rate for men: 55%.
	14.21.4	Workforce composition and diversity, p. 111	
	14.21.5	Workforce composition and diversity, p. 104	
	14.21.6	Workforce composition and diversity, p. 111 Appendix 5. GRI 14 Mining Sector: Quantitative data by business unit, p. 240	
	14.21.7	Respect for human rights, p. 166	

Material topic under the sector standard	Disclosure No.	Page number and section reference	Comments and omissions
Anti-corruption	14.22.2	Anti-corruption, p. 161	
	14.22.3	Anti-corruption, p. 162, 163	
	14.22.4	Anti-corruption, p. 163	
	14.22.5	–	The indicator is not disclosed due to personal data protection considerations.
	14.22.6	–	The indicator is not disclosed due to personal data protection considerations.
Payments to governments	14.23.2	Creating economic value, p. 182	
	14.23.3	–	In 2024, Polyus did not receive any financial assistance from the government. The government is not among the Company's shareholders.
	14.23.4	Tax policy, p. 183	
	14.23.5	Tax policy, p. 183	
	14.23.6	Tax policy, p. 183	
	14.23.7	Tax policy, p. 184	
	14.23.8	–	In 2024, the Company did not acquire any mineral resources from the government or third parties designated by the government to sell on their behalf.
Public policy	14.24.2	–	No political contributions were made.
Conflict-affected and high-risk areas	14.25.2	–	Not applicable.
	14.25.3	–	
	14.25.4	–	

Appendix 5.

GRI 14 Mining Sector: Quantitative data by business unit

GHG emissions, thousand tonnes CO₂-e

14.1.5 14.1.6 14.1.7

	2021	2022	2023	2024
Scope 1				
Olimpiada and Blagodatnoye	744	863	739	733
Kuranakh	202	198	190	198
Natalka	151	178	179	219
Verninskoye	72	78	83	45
Alluvials	79	82	68	13
Scope 2 (location-based)				
Olimpiada and Blagodatnoye	336	361	370	523
Kuranakh	60	64	63	121
Natalka	139	147	146	26
Verninskoye	53	58	51	75
Alluvials	46	45	44	6
Scope 3				
Olimpiada and Blagodatnoye	573	1,428	1,044	853
Kuranakh	226	210	192	208
Natalka	157	239	115	156
Verninskoye	172	392	102	71
Alluvials	337	486	112	13

Emissions of key air pollutants, thousand tonnes

GRI 14.3.2

	2021	2022	2023	2024
Olimpiada and Blagodatnoye	17.1	14.0	12.9	13.2
Kuranakh	3.9	3.7	3.7	10.6
Natalka	4.2	3.4	3.3	3.5
Verninskoye	1.3	1.3	1.6	2.0

Freshwater withdrawal, million m³

GRI 14.7.4

	2021	2022	2023	2024
Total water withdrawal by mining asset	13.7	14.7	16.8	20.2
Olimpiada and Blagodatnoye	2.1	3.0	2.9	12.1
Kuranakh	2.6	2.6	2.6	3.1
Natalka	1.6	1.6	2.0	2.7
Verninskoye	13.7	14.7	16.8	2.3

Water disposal, million m³

GRI 14.7.5

	2021	2022	2023	2024
Total water disposal by mining asset	9.1	3.4	7.8	6.4
Olimpiada and Blagodatnoye	9.1	3.0	7.5	5.7
Kuranakh	0	0	0	0
Natalka	0.08	0.08	0.07	0.09
Verninskoye	0.0	0.3	0.2	0.6

Water consumption, million m³

GRI 14.7.6

	2021	2022	2023	2024
Total water consumption by mining asset	4.6	11.4	9.0	13.8
Olimpiada and Blagodatnoye	1.6	4.5	1.8	6.4
Kuranakh	2.1	3.0	2.9	3.1
Natalka	2.6	2.5	2.5	2.6
Verninskoye	1.6	1.2	1.8	1.7

Waste generation, million tonnes

GRI 14.5.4

	2021	2022	2023	2024
Waste generation by mining asset	330.2	354.7	330.1	405.7
Olimpiada and Blagodatnoye	30.3	35.9	39.0	266.8
Kuranakh	60.7	74.7	70.4	39.9
Natalka	31.9	34.3	31.6	90.6
Verninskoye	330.2	354.7	330.1	8.4

Waste management¹, tonnes

GRI 14.5.5

14.5.6

	2021	2022	2023	2024
Waste reuse by mining asset ²	14,279	12,886	12,490	19,069
• Olimpiada and Blagodatnoye	5,542	6,348	5,134	4,235
• Kuranakh	5,303	3,570	3,533	3,074
• Natalka	1,193	1,320	2,307	4,648
• Verninskoye	2,241	1,648	1,516	5,928
Waste neutralization by mining asset	778	504	357	404
• Olimpiada and Blagodatnoye	355	73	100	101
• Kuranakh	131	104	78	104
• Natalka	47	25	51	11
• Verninskoye	245	302	128	254
Waste storage by mining asset	34,587	43,080	43,705	42,032
• Olimpiada and Blagodatnoye	18,873	29,210	29,422	12,422
• Kuranakh	9,519	8,966	7,638	9,388
• Natalka	4,686	4,115	5,236	5,754
• Verninskoye	1,509	789	1,409	5,529

¹ Waste management by mining asset is reported excluding mining waste.

² Including waste treated and reused either on Company premises or by third-party organizations.

Biodiversity and land management, ha

GRI 14.8.6

	2021	2022	2023	2024
Total area of disturbed and non-rehabilitated land by mining asset	22,179	22,325	22,552	23,073
Olimpiada and Blagodatnoye	7,633	7,674	7,880	7,880
Kuranakh	5,856	5,860	6,013	6,162
Natalka	7,039	7,130	6,998	7,102
Verninskoye	1,652	1,661	1,662	1,929
Total area of rehabilitated land by mining asset	0	0	176	0
Olimpiada and Blagodatnoye	0	0	0	0
Kuranakh	0	0	0	0
Natalka	0	0	151	0
Verninskoye	0	0	25	0

Area of sanitary protection zones of mining operations, ha

GRI 14.0.1

Olimpiada and Blagodatnoye	10,490
Kuranakh	10,763
Natalka	7,713
Verninskoye	4,451

GRI 14.6.2

GRI 14.6.3

Status and classification of tailings storage facilities as of 2024

Mine	Tailings storage facility	Ownership status	Operated by Polyus	Consequence classification (GISTM 4.1)	Latest annual risk assessment results	Date and conclusions of the latest independent technical inspection
Kuranakh	TSF on the Latyshsky stream	Owner	Yes	High	Unlikely Significant	Rostekhnadzor, December 2024: Compliance with capital construction project documentation Rostekhnadzor and EMERCOM, Q3 2024 (pre-declaration inspection): Operational condition, normal safety level
	Old TSF (Sections 0-1-2-3)	Owner	Yes	Low	Unlikely Significant	-
Verninskoye	Flotation TSF on the Kadalikan stream	Owner	Yes	High	Unlikely High	-
	Flotation tailings storage facility	Owner	Yes	High	-	-
	Hydrometallurgical TSF (two cells)	Owner	Yes	Low	Unlikely Significant	-
	Pervenets mill TSF	Owner	Yes	Low	Unlikely Significant	-
	Zapadny area mill TSF	Owner	Yes	Low	Unlikely Significant	Rostekhnadzor and EMERCOM, 2023 (regular inspection): Operational condition, normal safety level
	Zapadny area hydrometallurgical TSF	Owner	Yes	Low	Unlikely Significant	-
Olimpiada and Blagodatnoye	Olimpiada Mill-1, Mill-2, Mill-3 TSF	Owner	Yes	High	Unlikely High	Rostekhnadzor, January 2024 (ongoing state supervision audit): No violations identified
	Olimpiada mine Mill-4 TSF (Blagodatnoye)	Owner	Yes	High	Unlikely High	B.E. Vedeneev VNIIG (scoping study): Hydraulic structure operating conditions comply with design and regulatory requirements

Mine	Tailings storage facility	Ownership status	Operated by Polyus	Consequence classification (GISTM 4.1)	Latest annual risk assessment results	Date and conclusions of the latest independent technical inspection
Nataalka	Nataalka mill main TSF	Owner	Yes	High	Unlikely High	-
	Nataalka mill temporary TSF	Owner	Yes	High	Unlikely High	-
	Pilot plant TSF on Glukhar stream	Owner	Yes	Significant	Unlikely Significant	-
Sukhoi Log	Flotation tailings storage facility	Owner	Yes	High	-	-

Share of local suppliers as a percentage of total procurement expenditure, % (by procurement amount)

14.9.5

	2023	2024
Olimpiada and Blagodatnoye	4	3
Kuranakh	5	5
Nataalka	6	21
Verninskoye	8	8
Alluvials	47	53

Gender pay ratio by business unit and category, 2024

14.21.6

	Executives	Specialists and administrative staff	Workers
Olimpiada and Blagodatnoye	0.92	0.75	0.83
Kuranakh	0.82	0.80	0.83
Nataalka	0.92	0.86	0.75
Verninskoye	1.16	0.85	0.82

Appendix 6.

List of indicators in accordance with the Ministry of Economic Development (MED)

List of basic indicators as recommended by the Ministry of Economic Development¹

No.	Indicator	2024	Report section
Economic performance			
1	Revenue (or equivalent)	\$7,343 mln	Business model, p.11
2	Value added	\$7,343 mln	Economic performance, p. 182
3	Net value added	\$6,722 mln	IFRS Economic performance, p. 179
4	Total R&D expenditures	\$2.052 million	Digitalization and information technologies, p. 174
5	Labor productivity	177 oz/person	About Polyus, p. 11
6	Total accrued mandatory payments (excluding fines/penalties), including: - Taxes and duties - Insurance contributions - Other mandatory payments	\$1.004 billion	Audited consolidated financial statements for the year ended December 31, 2024 and the independent auditor's report. Notes to the consolidated financial statements, p. 43
7	Total paid mandatory payments (excluding fines/penalties), including: - Taxes and duties - Insurance contributions - Other mandatory payments	\$967 million	Tax policy, p.184
8	Share of Russian goods/services in total procurement	10% (local ² suppliers in regions of operations)	Requirements for suppliers and contractors, p.188 Procurement from local suppliers, p.192
9	Share of goods/services procured from SMEs in the total procurement volume from Russian suppliers	27%	Requirements for suppliers and contractors, p.188 Procurement from local suppliers, p.192
10	Sustainable/green investments	–	Not disclosed
11	Investments in Russia's technological sovereignty/structural adaptation projects	–	Not disclosed
12	Economic vulnerability to climate risks in business operations	–	Not disclosed

¹ Indicators presented in accordance with the draft Decree of the Government of the Russian Federation dated September 12, 2024.

² A local supplier is defined as a vendor operating in the same region as the Company's business unit initiating the procurement.

No.	Indicator	2024	Report section
Environmental indicators			
13	Total water withdrawal from all sources	25.9 million m ³	Water stewardship, p. 57
14	Recycled/reused water volume	224.4 million m ³	Water stewardship, p. 57
15	Polluted wastewater discharge (including untreated)	0 m ³	Water stewardship, p. 57
16	Water use efficiency (specific water consumption)	0.21	Water stewardship, p. 57
17	Total class I–V waste generated, including: • Class I • Class II • Class III • Class IV • Class V	See relevant section	Waste management, p. 59
18	Total class I–V waste management, including by category: • Recycled • Neutralized • Landfilled • Reused • Processed • Waste generation reduction	See relevant section	Waste management, p. 59
19	Air pollutant emissions from stationary sources	33.4 kt	Air emissions, p. 58
20	GHG emissions	See relevant section	Climate-related targets and metrics, p. 75, 76, 77
21	Environmental protection expenditures (total), including • Air quality management and climate change mitigation • Wastewater collection and treatment • Waste management • Biodiversity conservation and protected areas management	See relevant section	Environmental stewardship, p. 55
22	Renewable/low-carbon energy consumption	See relevant section	Energy consumption and energy efficiency metrics, p. 81
23	Energy efficiency (energy per net value added)	620 kWh/\$ mln	Energy consumption and energy efficiency metrics, p. 80

No.	Indicator	2024	Report section
Social indicators			
24	Total labor costs	\$546 million	Economic performance, p. 111, 182
25	Average headcount (including persons with disabilities)	16,949 employees	Workforce composition and diversity, p. 104
26	Average wages, total, including: • By occupation • By gender • By age	See relevant section	Workforce composition and diversity, p. 112
27	Total occupational safety expenditures, average per employee	\$11.9 mln, per employee average: \$703	Health and safety, p. 117
28	Expenditures on social/health/well-being programs for employees and families	Healthcare spending: \$419 thousand	Social support for employees, p. 98 Occupational health and safety, p.101
29	Workforce injuries (including fatalities) covering cases resulting in one or more lost workdays	37 employee injuries	Occupational injury rates, p. 126
30	Employee training expenditures (total and per employee)	\$3.37 million Average per employee: \$183	Workforce composition and diversity, p. 111
31	Average training hours per year per employee (by category)	Executives: 130 hours Specialists and administrative staff: 53 hours Workers: 105 hours	Workforce composition and diversity, p. 111
32	Employees covered by collective bargaining agreements	77.5%	Ensuring sociocultural diversity and equal opportunities, p.97
33	Employee turnover rate	23.3%	Workforce composition and diversity, p. 108
34	Community investment expenditures (non-employee focused), including: • Charity • Housing initiatives • Healthcare programs • Education support • Social welfare assistance	\$97.2 million	Development of the regions of operations, p.142

No.	Indicator	2024	Report section
Governance indicators			
35	Existence of a sustainable development policy and/or other strategic documents in this area	See relevant section	Sustainability management, p.12
36	Number of board meetings and attendance rate	–	Not disclosed
37	Composition of the Board of Directors (total and by age group)	–	Not disclosed
38	Number of Audit Committee meetings and attendance rate	–	Not disclosed
39	Inclusion in sustainability (ESG) indices and ratings	See relevant section	Commitment to external initiatives, p. 31
40	Number of recorded violations of the rights of indigenous peoples in the Russian Federation	0	Indigenous peoples, p. 153
41	Proportion of employees in high corruption-risk positions	16.5%	Anti-corruption, p.161, 163
42	Average anti-corruption training hours per employee	0.15	Anti-corruption, p.162
43	Number of cases where the Company, its subsidiaries or affiliates were prosecuted for corruption offenses	0	Anti-corruption, p.163
44	Percentage of women in leadership positions (total and on the Board of Directors/Supervisory Board)	Percentage of women in leadership positions: 14% Percentage of women on the Board of Directors: 11%	Workforce composition and diversity, p. 107 Annual Report

List of recommended indicators reflecting the Company's Contribution to achieving Russia's National Development Goals¹

No.	Indicator	2024	Report section
1. Preservation of the population, strengthening health and improving the well-being of people, supporting families			
1.1	Company expenditures on family and parenthood support programs	\$691 thousand	Social support for employees, p. 98
1.2	Ratio of Company expenditures on family and parenthood support programs to Company revenue	0.01%	–
1.3	Ratio of Company expenditures on occupational health and safety to Company revenue	0.15%	–
1.4	Company expenditures on health support for employees and local communities, including: a) expenditures on employee health support b) expenditures on health support for local communities	a) \$19.3 million b) \$12.8 thousand	–
1.5	Ratio of Company expenditures on health support for employees and local communities to Company revenue, including: a) ratio of Company expenditures on employee health support to Company revenue b) ratio of Company expenditures on health support for local communities to Company revenue	a) 0.26% b) 0.0002%	–
1.8	Company expenditures on supporting socially vulnerable groups	\$62.34 million	–
1.9	Ratio of Company expenditures on supporting socially vulnerable groups to Company revenue	0.83%	–
1.10	Company expenditures on supporting community sports	\$9.54 million	–
1.11	Ratio of Company expenditures on supporting community sports to Company revenue	0.13%	–
1.12	Company expenditures on financial assistance programs for employees facing difficult life circumstances	\$314 thousand	–
1.13	Ratio of Company expenditures on financial assistance programs for employees facing difficult life circumstances to Company revenue	0.004%	–

¹ Draft Sustainability Standard developed by the Ministry of Economic Development.

No.	Indicator	2024	Report section
2. Unlocking each individual's potential, developing their talents and fostering a patriotic and socially responsible character			
2.1	Company expenditures on education support, including: a) expenditures on support for general education institutions b) expenditures on support for institutions offering secondary vocational education programs c) expenditures on programs and activities aimed at career guidance for children and youth d) expenditures on support for additional education for children and young people e) expenditures on support for higher education institutions	\$9.6 million	–
2.2	Ratio of Company expenditures on education support to Company revenue, including: a) ratio of expenditures on support for general education institutions to Company revenue b) ratio of expenditures on support for institutions offering secondary vocational education programs to Company revenue c) ratio of expenditures on programs and activities aimed at career guidance for children and young people to Company revenue d) ratio of expenditures on support for additional education for children and young people to Company revenue e) ratio of expenditures on support for higher education institutions to Company revenue	0.13%	–
2.3	Ratio of expenditures on research and development to Company revenue	0.03%	Digitalization and information technologies, p. 174
2.4	Company expenditures on initiatives and projects aimed at fostering traditional Russian spiritual, moral and cultural-historical values	\$628 thousand	–
2.5	Ratio of Company expenditures on initiatives and projects aimed at fostering traditional Russian spiritual, moral and cultural-historical values to Company revenue	0.01%	–
2.6	Ratio of Company expenditures on projects to enhance the tourism appeal of the Russian Federation to Company revenue		–

No.	Indicator	2024	Report section
3. Comfortable and safe living environment			
3.1	Company expenditures on improving housing conditions for employees and local communities, including: a) expenditures on improving housing conditions for employees b) expenditures on improving housing conditions for local communities	a) - b) \$35.7 thousand	-
3.2	Ratio of Company expenditures on improving housing conditions for employees and local communities to Company revenue, %, including: a) ratio of expenditures on improving housing conditions for employees to Company revenue b) ratio of expenditures on improving housing conditions for local communities to Company revenue	a) - b) 0.0005%	
3.5	Company expenditures on improving road infrastructure	\$263 thousand	-
3.6	Ratio of Company expenditures on improving road infrastructure to Company revenue	0.004%	
3.8	Payments for excess emissions, pollutant discharges and over-limit waste disposal, as well as the proportion of these excess payments in the total environmental impact charges	Excess payments – \$363,9 thousand, including: a) excess emissions – \$15.8 thousand b) excess discharges – \$0 c) excess waste disposal – \$348.1 thousand Proportion of excess payments in total environmental impact charges: 16%	Environmental stewardship, p. 55
3.9	Fines paid for violations of environmental legislation	\$1,836	Environmental stewardship, p. 55
3.10	Compensation paid for environmental damage caused to specific components of the natural environment (land, water bodies, forests, wildlife, etc.)	\$0	-

No.	Indicator	2024	Report section
4. Environmental well-being			
4.1	Ratio of Company expenditures on environmental stewardship to Company revenue	0.000011%	
5. Sustainable and dynamic economy			
5.1	Ratio of Company expenditures on employee training to Company revenue	0.0004%	
5.2	Expenditures on corporate non-state pension programs and/or long-term savings plans	\$1.2 million	–
5.3	Ratio of expenditures on corporate non-state pension programs and/or long-term savings to Company revenue	0.016%	
7. Digital transformation of government and municipal administration, economy and social sectors			
7.1	Company expenditures on providing access to mobile communication and internet services in remote regions	\$1.8 million	Digitalization and information technologies, p. 174
7.2	Ratio of Company expenditures on providing access to mobile communication and internet services in remote regions to Company revenue	0.02%	Digitalization and information technologies, p. 174
7.3	Company expenditures on projects for the development and implementation of Russian IT solutions, including data storage and processing solutions aimed at import substitution, including those implemented by startups	\$14.5 million	Digitalization and information technologies, p. 174
7.4	Ratio of Company expenditures on projects for the development and implementation of Russian IT solutions aimed at import substitution, including those implemented by startups, to Company revenue	0.19%	Digitalization and information technologies, p. 174

Appendix 7.

IFRS S2 and TNFD: Disclosure

Disclosure metrics in accordance with IFRS S2 Climate-related Disclosures¹

Recommendations	Report section	Relevant GRI standards
Corporate governance: Disclosure of the Company's management of climate risks and opportunities		
Description of the Board of Directors' oversight of climate risks and opportunities	Climate change and energy consumption, Managing climate issues, p. 67 Polyus Climate Strategy, p. 4	GRI 3-3 GRI 2-12 GRI 2-25
Description of management's role in assessing and managing climate risks and opportunities	Climate change and energy consumption, Managing climate issues, p. 67 Polyus Climate Strategy, p. 4	GRI 3-3
Strategy: Disclosure of actual and potential impacts of climate risks and opportunities on the Company's business, strategy and financial planning, wherever such information is material		
Description of climate risks and opportunities identified by the Company in the short, medium and long term	Climate change and energy consumption, Climate-related risks and opportunities, p. 74 Polyus Climate Strategy, p. 7	GRI 201-2
Description of the impact of climate risks and opportunities on the Company's business, strategy and financial planning	Polyus Climate Strategy, p. 8-9	GRI 201-2
Description of the resilience of the Company's strategy considering various climate scenarios, including a 2°C or lower scenario	Polyus Climate Strategy, p. 7	GRI 201-2

¹ Since 2024, the International Sustainability Standards Board (ISSB) has been responsible for monitoring companies' financial disclosures under IFRS S2. IFRS S2 incorporates the TCFD recommendations, whose disclosures are now carried out under IFRS S2.

Recommendations	Report section	Relevant GRI standards
Risk management: Disclosure of how the Company identifies, assesses and manages climate risks		
Description of the Company's processes for identifying and assessing climate risks	Polyus Climate Strategy, p. 7-8	-
Description of the Company's processes for managing climate risks	Climate change and energy consumption, Climate-related risks and opportunities, p. 74 Polyus Climate Strategy, p. 10-11	GRI 201-2
Description of how the processes for identifying, assessing and managing climate risks are integrated into the Company's overall risk management framework	Climate change and energy consumption, Climate-related risks and opportunities, p. 74 Polyus Climate Strategy, p. 10-11	-
Metrics and goals: Disclosure of metrics and goals used to assess and manage relevant climate risks and opportunities, wherever such information is material		
Disclosure of metrics used by the Company to assess climate risks and opportunities in line with its strategy and risk management processes	Climate change and energy consumption, Climate-related targets and metrics, p. 75	GRI 305-1
		GRI 305-2
		GRI 305-3
Disclosure of GHG emissions for Scopes 1, 2, and 3 and associated risks	Climate change and energy consumption, Climate-related targets and metrics, p. 75	GRI 305-1
		GRI 305-2
		GRI 305-3
Description of the targets used by the Company to manage climate risks and opportunities and achieve its objectives	Climate change and energy consumption, Climate-related targets and metrics, p. 75	GRI 305-4
		GRI 305-5

Disclosure metrics in accordance with TNFD (Recommendations of the Task Force on Nature-related Financial Disclosures)

Recommendations	Report section	Relevant GRI standards
Corporate governance: Disclosure of the Company's governance in terms of nature-related dependencies, impacts, risks and opportunities (DIRO)		
Description of the Board of Directors' oversight of nature-related DIRO	Management approaches, p. 12 Environmental stewardship, p. 38	GRI 2-9
		GRI 2-12
		GRI 2-13
		GRI 2-14
		GRI 3-3
Description of management's role in the process of assessing and managing nature-related DIRO	Management approaches, p. 13 Environmental stewardship, p. 39	GRI 2-9
		GRI 2-12
		GRI 2-13
		GRI 2-14
		GRI 3-3
Description of the Company's policies and activities in the field of human rights ¹	Ethics, anti-corruption compliance and human rights, p. 157, 164	GRI 3-3
Strategy: Disclosure of the impact of nature-related DIRO on the Company's business model, operations, strategy and financial planning, wherever such information is material		
Description of DIRO identified by the organization in the short, medium and long term	Managing sustainability risks, p. 18 Environmental stewardship, p. 38	GRI 2-13
		GRI 2-25
		GRI 3-3
Description of the impact of DIRO on the organization's operations, strategy and financial planning, including existing transition plans and the value chain	Managing sustainability risks, p. 17 Environmental stewardship, p. 38	GRI 2-13
		GRI 2-25
Description of the resilience of the Company's strategy to nature-related risks and opportunities under various scenarios	Managing sustainability risks, p. 17	GRI 2-13
		GRI 2-25

¹ Including a description of oversight methods used by the Board of Directors and management in terms of impacts on indigenous peoples, local communities and other stakeholders in the Company's assessment and response to nature-related DIRO.

Recommendations	Report section	Relevant GRI standards
Disclosure of the location of assets or operations classified as priority areas ¹ (including own operations and value chain)	Environmental stewardship, p. 47	GRI 101-2
Risk management: Description of the processes the Company uses to identify, assess and monitor nature-related DIRO		
Description of the Company's existing processes for identifying, assessing and prioritizing nature-related DIRO: • a) in its own operations • b) in the value chain	Managing sustainability risks, p. 17	GRI 2-13
	Environmental stewardship, p. 47	GRI 2-25
	Biodiversity Conservation Report, p. 48	GRI 101-4
Description of the Company's existing processes for managing DIRO	Managing sustainability risks, p. 17	GRI 2-13
	Environmental stewardship, p. 47, 52	GRI 2-25
	Biodiversity Conservation Report, p. 48	GRI 3-3
		GRI 101-2
		GRI 101-4
Description of how the processes for identifying, assessing and managing environmental risks are integrated into the Company's overall risk management system	Managing sustainability risks, p. 17	GRI 2-13
	Environmental stewardship, p. 52	GRI 2-25
		GRI 101-2
Metrics and goals: Disclosure of metrics and goals used to assess and manage material nature-related DIRO		
Disclosure of metrics used by the Company to assess and manage material environmental risks and opportunities in line with its strategy and risk management process	Environmental stewardship, p. 55	GRI 101-4
	Biodiversity Conservation Report, p. 59	
Disclosure of metrics used by the Company to assess and manage environmental dependencies and impacts	Environmental stewardship, p. 55	GRI 101-4
	Biodiversity Conservation Report, p. 59	
Description of the goals used by the Company to manage nature-related DIRO and the outcomes of its efforts to achieve them	Environmental stewardship, p. 55	GRI 3-3
	Biodiversity Conservation Report, p. 8	GRI 101-1

¹ Priority areas include: material locations — sites where significant nature-related DIRO have been identified for the Company and its value chain; sensitive locations — sites where the Company's operations or its value chain impact areas important for biodiversity conservation, ecosystem integrity and the provision of ecosystem services to local communities, including indigenous peoples, as well as areas with high water risks.

Appendix 8. Independent Assurance Report



Independent Practitioner's Limited Assurance Report [Translation from Russian original]

To Public Joint-Stock Company Polyus

We have undertaken a limited assurance engagement of the accompanying Polyus PJSC Sustainability Report for 2024 (hereinafter referred to as the Report)¹.

Responsibility of Public Joint-Stock Company Polyus

Public Joint-Stock Company Polyus (hereinafter referred to as Polyus PJSC) is responsible for preparation of the Report in compliance with the applicable criteria:

- GRI Sustainability Reporting Standards, as specified in the Report section "GRI Content Index";
- Requirements of Federal Law On Electric Power Industry No. 35-FZ dated March 26, 2003 in preparation of the following statement presented in the Report on page. 76 (hereinafter referred to as the Statement): In 2024, the indirect GHG emissions (Scope 2) from the generation of electricity consumed totaled 799,524 tonnes of CO₂-e. These were offset by redeemed electricity origin certificates for a total volume of 2,146,273,388 kWh² issued by the Energy Certification Center at RusHydro PJSC (Sayano-Shushenskaya HPP) and Vitimenergosbyt JSC (Mamakan HPP). According to the certificates, GHG emissions from fuel combustion during the generation of this electricity amounted to 0 g of CO₂/kWh. The electricity origin certificates were issued and redeemed in accordance with the requirements of Federal Law On Electric Power Industry No. 35-FZ (hereinafter jointly referred to as Applicable Criteria).

This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Report that is free from material misstatement, whether due to fraud or error, selection of applicable acts for the Report preparation; development of internal documents and calculation methods for the purposes of preparing the Report; prevention and detection of fraud; maintenance of sufficient documentation in relation to the information included in the Report.

Our Independence and Quality Management

We have complied with the independence and ethical requirements of the Rules of Independence of the Auditors and Audit Organizations and The Code of Professional Ethics of the Auditors, as well as of The International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires our firm to design, implement and operate a system of quality management, which is supported by policy or procedures

¹ The report discloses the results of the activities of Polyus PJSC and other companies as specified in the Report section "About the Report" (hereinafter jointly referred to as Polyus).

² Excluding Lenzokoto.

Polyus PJSC
Independent Practitioner's Limited Assurance Report

TRANSLATION NOTE: Our report has been prepared in Russian and in English. In all matters of interpretation of information, views or opinions, the Russian version of our report takes precedence over the English version.

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regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on compliance of the Report with the Applicable Criteria based on the procedures we have performed and the evidence we have obtained.

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information' as well as in accordance with International Standard on Assurance Engagements 3410 'Assurance Engagements on Greenhouse Gas Statements'. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Report is free from material misstatement.

A limited assurance engagement undertaken in accordance with International Standard on Assurance Engagements 3000 (Revised), 'Assurance Engagements Other than Audits or Reviews of Historical Financial Information' involves assessing the suitability in the circumstances of Polyus PJSC use of Applicable Criteria as the basis for the preparation of the Report, assessing the risks of material misstatement of the Report whether due to fraud or error, responding to assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Report.

A limited assurance engagement undertaken in accordance with International Standard on Assurance Engagements 3410 'Assurance Engagements on Greenhouse Gas Statements' involves assessing the suitability in the circumstances of Polyus PJSC use of Applicable Criteria in relation to information on greenhouse gas emissions' as the basis for the preparation of the Report, assessing the risks of material misstatement of the Report whether due to fraud or error, responding to assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Report.

While performing procedures of the engagement, we took into account that GHG quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

Procedures

The procedures we performed were based on our professional judgment and included inquiries, inspections of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we have undertaken the following activities:

- Interviewing the management and employees of Polyus and obtaining documentary evidence.
- Study of information available on the website of Polyus related to its activities in the context of sustainable development.
- Study of public statements of third parties concerning economic, environmental and social aspects of Polyus activities, in order to check the validity of the declarations made in the Report.
- Analysis of non-financial reports of comparable companies for benchmarking purposes.
- Study of the existing processes of collection, processing, documenting, verification, analysis and selection of data to be included into the Report.
- Selective review of documents and data on the performance of the economic, environmental and social impact management systems in Polyus.

³ By Applicable Criteria in relation to information on greenhouse gas emissions are meant requirements of the GRI Sustainability Reporting Standards for disclosures numbered 305-1, 305-2, 305-3, 305-4, 305-5

Polyus PJSC
Independent Practitioner's Limited Assurance Report

TRANSLATION NOTE: Our report has been prepared in Russian and in English. In all matters of interpretation of information, views or opinions, the Russian version of our report takes precedence over the English version.

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- Assessment of conformity of the information in the Statement, as well as reported information which is referenced or disclosed in the section of the Report “GRI Content Index” and is required to comply with the requirements of GRI Sustainability Reporting Standards, with the documents provided to us, including external and internal reporting documents.
- Analysis of the Report for compliance with the Applicable Criteria.

The procedures were performed exclusively in relation to data for the year ended December 31, 2024. The procedures were not performed in relation to any other information disclosed in the Report including compliance statements not related to the Applicable Criteria.

The procedures were not performed in relation to forward-looking statements; statements expressing the opinions, beliefs and intentions of Polyus to take any action related to the future; as well as statements based on expert opinion.

The procedures were performed in relation to the Russian version of the Report that:

- is subject to be reviewed by the Audit committee of the Board of Directors and to be approved by the Board of Directors of Polyus PJSC;
- is to be published by the date specified in the GRI 2-3 Disclosure;
- is the version of the Report regarding which GRI is to be notified on the use of the GRI Sustainability Reporting Standards in the report preparation.

We had no chance to verify availability of information via the links in the Report to the Annual review of Polyus PJSC for 2024, due to the fact that the date of signing this assurance report preceded the date of the Annual review publication.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about compliance of the Report, in all material respects, with the Applicable Criteria.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Report has not complied, in all material respects, with the Applicable Criteria.

Restriction on Use

Information in the Report prepared in compliance with the Applicable Criteria is intended solely for the Report users' purposes and as a result may not be suitable for other parties or other purposes. Our assurance report is intended for Polyus PJSC.

FBK LLC
Practitioner
Partner
acting under Power of Attorney No. 79/24 of October 3, 2024

Vladimir Yulianovich Skobarev
(registration number 21606080523)

June 27, 2025

Polyus PJSC
Independent Practitioner's Limited Assurance Report

TRANSLATION NOTE: Our report has been prepared in Russian and in English. In all matters of interpretation of information, views or opinions, the Russian version of our report takes precedence over the English version.

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Organization Details

Name:

Public Joint-Stock Company Polyus (Polyus PJSC).

Address of the legal entity within its location:

3 Krasina St, Bldg 1, 108 Moscow, 123056.

The registration entry was made in the Unified State Register of Legal Entities on 17 March 2006 under primary state registration number 1068400002990.

Audit Organization Details

Name:

FBK LLC.

Address of the legal entity within its location:

44 Myasnitskaya St, Bldg 2, Moscow, 101000.

The registration entry was made in the Unified State Register of Legal Entities on July 24, 2002 under primary state registration number 1027700058286.

Primary number of registration entry in the register of auditors and audit organizations of the self-regulatory organization of auditors 11506030481.

Polyus PJSC
Independent Practitioner's Limited Assurance Report

TRANSLATION NOTE: Our report has been prepared in Russian and in English. In all matters of interpretation of information, views or opinions, the Russian version of our report takes precedence over the English version.

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Appendix 9. Contact information

GRI 2-3

Polyus PJSC

Address: 3 Bldg 1, Krasina St., Moscow, 123056, Russia

Phone: +7 (495) 641 33 77

Fax: +7 (495) 785 45 90

Email: info@polyus.com

Website: www.polyus.com

Telegram <https://t.me/PaoPolyus>

VK https://vk.com/pao_polyus

For ESG-related inquiries

Daria Grigoreva, Sustainability Director

Phone: +7 (495) 641 33 77

Email: GrigorevaDK@polyus.com

Other ESG reports

