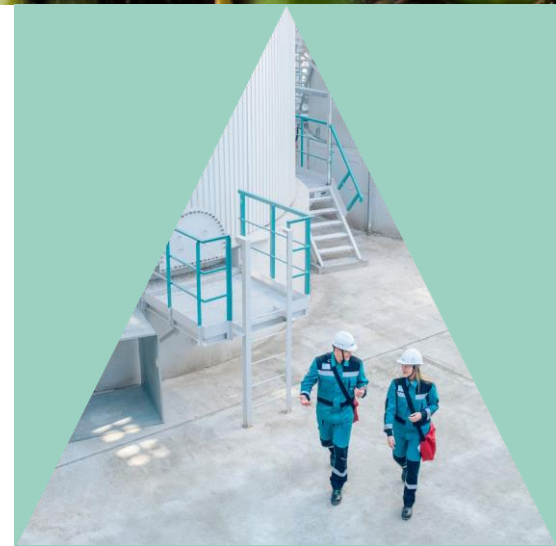


Approved by
PJSC SIBUR Holding
Board of Directors,
18 November 2021



Updated
PJSC SIBUR Holding
2025 Sustainability
Strategy



Our Sustainability Strategy is underpinned by the Company's values

OUR MISSION:
TOGETHER WE CREATE
BETTER FUTURE FOR PEOPLE
AND THE PLANET

OUR VALUES

-  Continuous improvement
-  One team
-  Mutual respect
-  Uncompromising safety
-  Smart solutions
-  Cooperation

SIBUR'S updated 2025 Sustainability Strategy



OUR CONTRIBUTION TO UN SDGs



Environmental protection

SIBUR'S ENVIRONMENTAL ACTIVITIES are aimed at continuous improvement, risk mitigation and reducing the Company's negative impact, the application of best practices and advanced technologies, compliance with laws and international requirements, and managing key environmental aspects.



2025 TARGETS



Reduce specific water consumption by at least

5%¹



Reduce specific air pollutant emissions by at least

5%¹



Reduce specific pollutants in wastewater effluents by

40%¹



Minimize the leakage of plastic particles into the environment during production operations as part of the Operation Clean Sweep initiative



Recycle at least 50% of all waste generated

50%

¹ Compared to 2018.



Reducing climate impact



SIBUR ACKNOWLEDGES THE IMPORTANCE OF CLIMATE ISSUES and strives to reduce greenhouse gas emissions at its production facilities by enhancing energy efficiency and by deploying low-carbon technologies.

2025 TARGETS



Reduce specific greenhouse gas emissions compared to 2018 in the following segments²

BY **5%**

in Gas processing,
per tonne of manufactured
product

BY **15%**

in Petrochemicals,
per tonne of product sold



Increase the amount of green energy in the Company's energy balance fivefold

5x¹



Ensuring carbon neutrality of at least one enterprise, including by implementing a set of measures aimed at improving the energy efficiency of processes and increasing the share of RES in the energy balance, by using technologies for the capture, utilization and storage of CO₂, and implementing sequestration projects.

¹ Compared to 2020.

² Compared to 2018.



REDUCING CLIMATE IMPACT

The presence of at least

2 PROJECTS

for the capture, utilization and storage of CO₂ at the stage of implementation/preparation for implementation in the Company's portfolio

Plant at least
5 MILLION
TREES



Sustainable product portfolio

INNOVATIONS PLAY A SPECIAL ROLE IN THE COMPANY'S BUSINESS, stimulating the creation of a long-term positive impact in production operations and providing a basis for continuous improvement of the materials used and of manufactured products. SIBUR strives to develop new products that are safe for consumers and the environment, to use sustainable feedstock, and, in doing so, to implement circular-economy principles at all stages of the value chain.



2025 TARGETS



R&D: INCREASE INVESTMENTS IN R&D PROJECTS AIMED AT PROCESSING PLASTIC WASTE AND INVOLVING RENEWABLE SOURCES OF RAW MATERIALS BY 50%

SUPPLY CHAIN



- Build a process for interaction with vendors on sustainability issues and information exchange
- Evaluate 100% of key suppliers according to sustainability criteria
- Involve into processing at least 100 thousand tons of polymer waste annually within the framework of own investment projects and projects with partners



PRODUCTION



- Ensure that PET with recycled granule content accounts for at least 40% of total PET production
- Ensure the annual production of at least 250 thousand tons of low-carbon products, products containing secondary or bio- feedstock



PRODUCT



- Assess 100% of the current product portfolio and introduce assessments for all new products
- Ensure that existing and new products meet the strictest safety and recyclability requirements on the part of customers



CUSTOMERS



- Promote reusability and recyclability of end products manufactured using SIBUR products and implement joint projects aimed at the introduction of circular-economy principles

RESPONSIBLE BUSINESS PRACTICES:

Occupational health and industrial safety



WE ARE CREATING A ZERO-ACCIDENT CULTURE AT SIBUR, that is characterized by zero tolerance for safety violations in relation to oneself and to others. We promote responsible behavior at all levels in order to ensure a safe working environment for all SIBUR employees and contractors.

2025 TARGETS



ANNUAL LTIF¹ REDUCTION

BY **5%** AMONG COMPANY EMPLOYEES AND CONTRACTORS,

including contractors providing services as part of the Company's current operations as well as contractors involved in construction



REACH THE TARGET OF

0 FATALITIES



¹ LTIF – lost time injury frequency.

RESPONSIBLE BUSINESS PRACTICES:

Human resource management



EMPLOYEES ARE SIBUR'S CORE VALUE

We believe that talent and leadership are fostered by a corporate culture that encourages opportunity, creates an inclusive environment, values diversity and mutual respect.

2025 TARGETS



**INCREASE
EMPLOYEE
ENGAGEMENT**

TO **80%**



**INCREASE THE SHARE
OF WOMEN BY**

AT LEAST **2x¹**

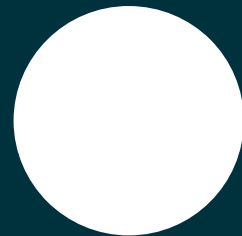
on the Management Board
and top executive level



DIVERSITY AND INCLUSION

Create a comprehensive program on diversity and inclusion and integrate these principles into the key documents and corporate practices

¹ Compared to 2018.



Society and partnerships

SIBUR IS FULLY AWARE that the Company's sustainability and value creation for all stakeholders require not only economic investment but social investments as well. Entering into international partnerships, raising awareness and exchanging best practices are prerequisites for transitioning to a circular economy and for making SIBUR's ambitious sustainability plans a reality.



2025 TARGETS



Launch one long-term interregional project on the theme "Social Inclusion"



Increase the share of employees taking part in volunteer and other socially minded projects to

20%



By 2025, provide training on sustainable development to

85%

 of employees

and extend its scope to the Company's partners¹



Contribute to the achievement of national waste management goals in cooperation with professional market players and government agencies



Enter into at least two international partnerships and play an active role in initiatives that promote responsible plastic waste management



Launch a separate stream within the "Formula of Good Deeds" programme on the promotion of social entrepreneurship



¹ NPOs, regional government agencies, vendors, customers.

RESPONSIBLE BUSINESS PRACTICES:

Corporate governance and Compliance



2025 TARGETS



Conduct a self-assessment of the activities of the Board of Directors of PJSC SIBUR Holding



Adopt the Contractor's Code of Business Ethics and apply the Code's requirements to all Company contractors



Extend the scope of the compliance system



Create a common educational platform for all SIBUR's compliance programmes



Minimize human rights violations at SIBUR's facilities and, if such violations are identified, take measures to restore violated rights





SIBUR

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Partners
for growth