

In accordance with the collective bargaining agreement, as part of the social package, the Company’s employees receive financial assistance in connection with childbirth,

marriage registration, burial of close relatives, retirement, difficult financial situation (emergency case), status of families with many

children, and in case of death of an employee as well. There is also compensation for childcare in pre-schools, etc.

SOCIAL BENEFITS FOR THE COMPANY’S EMPLOYEES, THEIR FAMILY MEMBERS AND RETIREES (RUB MN)

Social events	2020	2021	2022
Monetary support for employees and retirees	37.28	45.23	40.7
Compensation payments	0.72	0.97	1.13

The collective bargaining agreement of the Company covers the support of employees who need better housing conditions through financial aid in mortgage arrangement and partial payment of credit interest. In the reporting period, the Company paid a total of RUB 13.95 million to 336 employees as financial aid.

Being a socially responsible Company, Rosseti Kuban takes care of the Company’s veterans and retirees. Honouring the veterans and providing them with monetary support is an integral component of the Company’s social performance. Rosseti Kuban renders monthly material aid to retirees. In the reporting period, over 2,600 of the Company veterans and retirees received various benefits (monetary support for the Victory Day, the Power Engineer Day, monthly monetary support and on-application monetary support, etc) to the total of RUB 10.11 million.

An important factor in improving the workforce efficiency is the promotion of health and recreation of employees and their children. In the reporting year, over 890 vouchers were purchased for health resort treatment and recreation of employees and their family members, and over 340 employees were partially compensated for the cost of vouchers to children’s health camps.

Rosseti Kuban provides its employees with a high quality modern medical services by signing contracts for their voluntary health insurance and accident insurance.

The social security of employees and non-material incentives are promoted through the non-state pension provision schemes designed to ensure a decent level of well-being of employees at retirement age, to lay the groundwork for the effective addressing of HR issues related to recruitment, retainment and motivation.

- Rosseti Kuban focuses on the development and maintenance of healthy lifestyle of its employees and arranges health, fitness, and participation sports among the employees and provides them with access to the sports facilities. The outcomes of the reporting year:
- Rosseti Kuban’s teams took part in volleyball and mini-football competitions among Rosseti Group companies
 - Company employees took part in the M.M. Botvinnik Memorial Open Chess Tournament for Power Engineers
 - Employees of Rosseti Kuban took an active part in the Open Spartakiad of Power Engineers in sports such as mini-football, volleyball, table tennis, chess, track and field, kettlebell lifting and swimming
 - Rosseti Kuban team took part in the Minor League Regional Amateur Basketball Cup tournament
 - Employees of Rosseti Kuban participated in regional and city competitions held in the Krasnodar Territory and the Republic of Adygeya

- Rosseti Kuban attaches great importance to cultural-enlightenment events that help unite and rally its personnel, thus improving the corporate culture. The following events were held in 2022:
- Events dedicated to the celebration of the Defender of the Fatherland Day and International Women’s Day (8 March)
 - Children’s drawing contest “Rosseti: Children Draw!” as part of participation in the contest among children of the Group’s employees
 - Commemoration of Victory Day in the Great Patriotic War of 1941–1945
 - Events on the occasion of Children’s Day
 - Events to mark Knowledge Day
 - Children’s drawing competition “Autumn through the Eyes of Children”
 - Corporate children’s creative contest “Energy of Talents”

- New Year’s Eve celebrations: a greeting for employees and children of the Company’s employees

More than 400 children took part in the qualifying and final stages of the children’s competitions, and more than 190 of them were awarded valuable prizes and gifts.

Traditionally, the Company pays great attention to the preparation and celebration of the Power Engineer Day — the professional holiday of the Company.

The Company conducted personnel testing for coronavirus infection in the reporting period due to the ongoing unstable epidemiological situation, in order to protect worker health and stop the spread of the COVID-19 coronavirus infection. In 2022, more than 30,000 tests for coronavirus infection were taken.

YOUTH POLICY

- The Company’s Youth Policy covers the activities within three key areas:
- Early career guidance of schoolchildren
 - Practice-oriented training of personnel in educational institutions of secondary vocational and higher education
 - Professional development of junior specialists – employees of the Company

The Company conducts comprehensive career guidance work with schoolchildren, including open days and study tours to the facilities of the Company’s branches, staff-led themed lessons at schools, and corporate target events. The total number of sponsored schoolchildren participating in Rosseti Kuban’s career guidance projects in 2022 was over 1,242. The All-Russian Olympiad for Rosseti Group students is being hosted in order to prepare professionals to fill future staffing demands. This is a unique opportunity to test yourself and learn about current energy issues and trends by solving unusual and interesting problems. About 370 ninth- and tenth-graders from the Company’s operating regions competed in the Olympiad in 2022. The winner of the Olympiad became a participant in the Energy Project Shift of Rosseti Group at the All-Russian Children’s Centre, Orlyonok.

Vocational guidance is offered to schoolchildren in order to develop their interest in the power industry and to help them enter universities and colleges in their fields of study. As of 31 December 2022, there were 40 cooperation

agreements with educational institutions in the region where the Company operates, including Kuban State Agrarian University and Kuban State Technological University.

The main areas of cooperation with universities and colleges are targeted education, practice-oriented training, vocational guidance, and the management of student teams.

As of 31 December 2022, 59 students are studying at field-specific universities under target education contracts with the Company, of which 19 contracts were concluded in 2022. The focus areas of targeted training include Electric Power and Electrical Engineering, Agro-Engineering, with major courses on information systems and technologies, electrical technology and electrical equipment.

The total number of students who took internships at the Company’s facilities in the reporting year was 741 (468 students in 2021). In 2022, 96 students from partner universities took part in seven student teams during the summer work season.

In order to expose its students to the occupation and provide them with hands-on skills, the Company arranged a number of events for them such as vocational training in the corporate training centre, preparation for and taking a professional examination to qualify as a third-class electrician in metering operation, and a professional skills competition to test their

knowledge and skills in this area.

There are workshops and hackathons organised to develop managerial and professional competences.

Ten employees of the Company joined the International Engineering Championship (League of Young Specialists) and the Forum of Communities of Young Specialists called Forsage in 2022 to advance the competencies of the Company’s young specialists in the areas of project activities and the application of best practises as well as to encourage the development of inter-corporate communities.

CHARITY WORK

The Regulations for Charitable Assistance at Rosseti Kuban and the Regulations on the Procedure of Formation and Use of the Sponsorship and Charity Fund of Rosseti Kuban are the foundations upon which charitable activities at Rosseti Kuban are carried out. These Regulations were approved by the Board of Directors of the Company.

Charity work is a component of the corporate strategy and portrays the company as a socially responsible one.

In 2022, the Company completed more than 20 charitable projects and held 15 volunteer

events: employees took part in events to mark World Donor Day, Children’s Day, the New Year’s Wishing Tree event and others.