

## 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

### Youth Policy Indicators of Rosseti Kuban PJSC in 2021–2023

Indicator	UoM	2021	2022	2023	Change 2023/2022
Number of schoolchildren participating in career guidance projects of the Rosseti Group	people	71	31	94	+203%
Number of partner universities/colleges in the regions where the Company operates	ea	40	40	41	+3%
Number of university/college students trained under company-sponsored training contracts	people	50	60	80	+33%
Number of university/college students who completed internships with the Company	people	468	741	807	+9%
Number of university/college graduates employed by the Company in the reporting year	people	39	63	62	-2%
Number of young professionals who participated in corporate, regional or federal level competitions, forums, conferences	people	6	10	10	0%

**>18,000**

schoolchildren participated in career guidance projects of Rosseti Kuban, PJSC in 2023

**80** students

are studying at universities under Company-sponsored training contracts

The Company carries out comprehensive work with schoolchildren, including organising open days, career guidance lessons, energy safety lessons, and study tours to the facilities of the Company's branches. The total number of sponsored schoolchildren participating in career guidance projects run by Rosseti Kuban, PJSC in 2023 was over 18,000. The All-Russian Olympiad for Rosseti Group students is being hosted in order to prepare professionals to fill future staffing demands. For schoolchildren, this is a unique opportunity to test themselves and learn about current issues and trends in the power industry by solving unusual and interesting problems. In 2023, 292 schoolchildren of grades 9 to 11 who represented the regions where the Company operates competed in the competition.

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 2023, 55 cooperation agreements with educational institutions in the region of the Company's presence were in force, including those with partner universities: 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 the end of the reporting period, 80 students were studying at core universities under Company-sponsored training contracts, of which 28 contracts will be concluded in 2023. The focus areas of Company-sponsored training include Electric Power and Electrical Engineering Agro-Engineering, with major courses: Electrical Technologies and Electrical Equipment, Information Systems and Technologies.

The total number of students who took internships at the Company's facilities in the reporting year was 807 (741 students in 2022). In 2023, 109 students from partner universities took part in 10 student teams during the summer work season.

The Company also implemented a range of events for student team members to delve deeper into the profession and develop practical skills. Those included training in working professions at the corporate training centre, preparation, and passing a professional exam to obtain the following qualifications: Electrician for Maintenance and Repair of Overhead Transmission Lines (Qualification Level 3) and Electrician for Maintenance of Metering Devices (Qualification Level 3). Practical drills were organised to develop managerial and professional competences: students took part in a hackathon, professional skills competitions, and an athletic contest.

In order to develop the competences of the Company's young specialists in the field of project activities and implementation of best practices and to promote the formation of inter-corporate communities, five employees of the Company in 2023 became participants of the Forum of Young Specialists' Communities "Forsazh", and another five employees took part in the International Engineering Championship (League of Young Specialists).

# OCCUPATIONAL HEALTH AND SAFETY



The key principle of the occupational safety activities of Rosseti Kuban is to recognise and ensure the priority of employees' lives and health as compared to the results of the Company industrial activities.

The work of power specialists is associated with constant risk, so the Company faces a number of critical tasks to create healthy and safe working conditions and improve technological and labour discipline. Every manager at all levels is responsible for occupational health and safety within their remit and job responsibilities. The responsibilities of the employer, managers, and

employees in the area of occupational safety are set out in the Labour Code of the Russian Federation and the Regulations on the Health and Safety Management System of Rosseti Kuban, PJSC. Creating a safe and comfortable working environment and eliminating the risk of occupational accidents is one of the prerequisites for the reliable and efficient operation of the company.

In 2023, measures were taken to improve the production culture, prevent occupational injuries among personnel, and improve the system for the safe performance of scheduled and emergency recovery operations.

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## Occupational Safety

In order to improve the efficiency of the Health and Safety Management System, eliminate and/or minimise vocational risks in the field of occupational health and safety and manage such risks, develop measures aimed at creating safe working conditions, preventing occupational injuries

and work-related diseases, and control compliance with occupational health and safety requirements at all management levels, the Company has Regulations on the Health and Safety Management System (hereinafter, referred to as the HSMS Regulations).

The current version of the HSMS Regulations complies with the requirements of the current Russian legislation and interstate standards in the field of occupational safety:

- Labour Code of the Russian Federation;
- Order of the Ministry of Labour of the Russian Federation No. 776n dated 29 October 2021 On Approval of the Model Regulations on the Health and Safety Management System
- National standards GOST R 12.0.007-2009 Occupational Safety Standards System. Labour protection management system in organization. General Requirements on Development, Implementation, Audit and Improvement and GOST R ISO 9000-2015 Quality Management Systems. Fundamentals and vocabulary
- Interstate standards GOST 12.0.230-2007 Occupational Safety Standards System. Occupational safety and health management systems. General Requirements, GOST 12.0.002-2014 Occupational safety standards system. Terms and Definitions, GOST 12.0.230.1-2015 Occupational Safety Standards System. Occupational Safety and Health Management Systems. Guidance for Use of GOST 12.0.230-2007; GOST 12.0.230.2-2015 Occupational Safety System Standards. Occupational Safety and Health Management Systems. Conformity Assessment. Requirements
- International standard ISO 45001:2018 Occupational Health and Safety Management Systems — Requirements with Guidance for Use.

The HSMS Regulations apply to all employees of the Company, at all workplaces, and in all subdivisions.