

A unified helpline is in place in all divisions of the Company to receive automated voice and text messages (SMS) from staff regarding occupational safety concerns, details of rule violations, and recommendations for ways to enhance working conditions, as well as behavioural safety audit is carried out. This is done in an effort to eliminate the underlying causes of injuries and to reduce them. 15 training films on the types of work performed were created, placement of publications and articles on occupational health and safety on the official web pages of the branches was organized; and occupational health and safety competitions in the nominations of the best subdivision and the best team vehicle were held.

The corporate newspaper Safe Labour has been published quarterly since 2022. A strategic session was held with directors, deputy directors for the implementation and development of services, assistant directors for the implementation of non-tariff services, heads of capital construction departments, and heads of power grid regions of branches to cover the topic: Implementation of Safety Culture at Rosseti Kuban, PJSC. Safety Culture Leader. More than 100 managers and specialists took part in the event.

Each team vehicle has posted "Disconnect, Check, and Ground" leaflets with a contact number of the helpline in conspicuous places.

A personnel motivation system has been implemented: the Collective Bargaining Agreement provides for a special type of bonus for work without violations of regulatory occupational health and safety requirements. In 2023, such bonuses were awarded to 306 employees of working trades who worked without violating regulations.

An annual competition is held for the titles "Best Production Unit", "Best Team Vehicle", and "Best Team". The winners of the review competition are awarded with valuable gifts, and the personnel who won first place in the review competition are paid a supplementary payment in the amount of 15% of an employee's official salary (wage rate) for one year.

A total of 110 publications and articles on the following topics were posted on the web pages of the Company's branches: "They Should Be Equalled in Labour Safety" and "Man of Labour". Such posts described the best employees of the branch who work without violating regulatory requirements for occupational safety.

The Company's personnel at risk for health reasons, in addition to periodic medical examinations, are referred for additional medical examinations.

In order to prevent (mitigate) significant negative impacts on personnel health and ensure the preservation of the lives and health of the Company's employees, the necessary protective equipment and devices were purchased in 2023 thus improving occupational safety and safe work practices. Annual acquisition order for working wear and shoes was fully completed.

Occupational health and safety (OHS) costs (in total) in 2023 amounted to RUB 422.7 million¹, which is 16.4% more than in 2022.

Specific OHS costs per employee in 2023 were RUB 48,300.

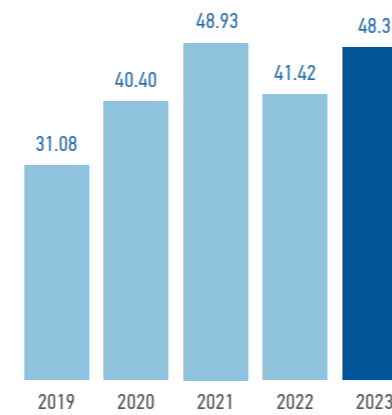
422.7 RUB mln

total occupational health and safety costs borne by the Company, including pre-trip medical examination of drivers (+16.4% vs. 2022)

48,300 RUB

are specific occupational health and safety costs per employee (+16.6% vs. 2023)

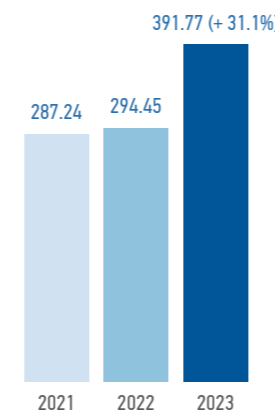
Changes in the Company's occupational health and safety costs per one person from 2019 to 2023 (RUB '000)²



The unit cost of personal protective equipment per employee in 2023 was RUB 31,310, which is 32% higher than in 2022.

In accordance with the Labour Code of the Russian Federation, the financing of measures to improve labour conditions and occupational health and safety in the Company is carried out in the amount of not less than 0.2% of the sum of the costs of manufacture of products (performance of works or services). These measures were actually financed in the amount of 0.63% of the amount indicated.

Changes in expenditures for occupational safety measures for the Company in 2021–2023 (RUB mln)³



Industrial Safety

The operational supervision for industrial safety is aligned with the Company's order No. 550-od dated 28 September 2021 "On the Appointment of Persons Responsible for Operational Supervision for Industrial Safety Requirement Implementation at Hazardous Facilities" and with the Regulation of Operational Supervision for Industrial Safety Requirement Implementation at Hazardous Facilities approved by the Order No. 324 dated 9 June 2020 and elaborated in line with the following documents:

- Federal Law No. 116-FZ dated 21 July 1997 "On Industrial Safety of Hazardous Production Facilities" (as amended from time to time)
- Order No. 461 of the Federal Service for Environmental, Technological and Nuclear Supervision dated 26 November 2020 "On Approval of Federal Standards and Rules for Industrial Safety of Hazardous Production Facilities, Safety Rules for Hazardous Production Facilities with Hoisting Equipment"
- Decree of the Government of the Russian Federation No. 2168 dated 18 December 2020 "On the Organisation and Implementation of Production Control over Compliance with Industrial Safety Requirements"

The Company has three hazardous production facilities registered at the Federal Service for Environmental, Technological and Nuclear Supervision (certificate No. A30-00777 dated 13 October 2020). In 2023, the hazardous production facilities were operated following the requirements set out in technical reference documents.

The following measures were taken at the hazardous production facilities of Rosseti Kuban, PJSC in 2023:

- 127 industrial safety examinations
- 191 partial technical inspections of equipment
- 74 full-scale technical inspections of equipment
- 706 functional checks of safety equipment

In 2023, for the sake of industrial safety training and certification of employees, the following activities were undertaken:

- 179 employees underwent advanced training

- 544 employees were certified by the certification commission of the Company through Rostekhnadzor's Unified Testing Portal in the Field of Industrial Safety, Safety of Hydraulic Facilities, and Safety in the Electric Power Industry
- 5 employees were certified by the territorial certification commission of Rostekhnadzor

Accounting and investigation of accidents, incidents at hazardous production facilities operated by the Company are performed in accordance with the approved procedure for technological investigation of causes of incidents at hazardous production facilities approved by Order of the Company No. 303-od dated 7 June 2021.



¹ Taking into account the costs of pre-trip medical examinations of drivers.

² Excluding expenses on the prevention of coronavirus infection spread.

³ Excluding the cost of pre-trip medical examinations of drivers.