

## Indicators of evaluation procedures of Rosseti Kuban in 2021–2023

Indicator	UoM	2021	2022	2023	Change 2023/2022, %
Number of personnel who underwent evaluation procedures/ ratio to average headcount, including	people	1,840	1,612	1,309	-18.8
• assessment of competences (corporate and managerial), including recruitment, transfer to a new position, selection to the talent pool, etc.	people	1,391	1,200	1,037	-13.6
• independent assessment of qualification (in qualification assessment centres)	people	449	412	272	-34.0
Headcount of talent pools	people	342	325	421	+29.5
• including the management pool	people	242	239	307	+28.5
• including the youth pool	people	100	86	114	+32.6
Share of leading positions filled by the talent pool	%	64.32	62.16	68.47	+6.31 p.p.
Share of leading positions staffed by internal candidates, including from the talent pools	%	63.90	53.80	51.7	-2.1 p.p.

In the reporting year, 272 employees of the Company (3.1% of the average headcount) were sent for independent qualification assessment to the Energia Qualification Assessment Centre (a branch of Energetik

Health Resort, JSC); out of those, 229 successfully passed the professional examination and confirmed their professional qualification. Around 1,037 people took part in the assessment of the Company's needs in

the comprehensive assessment of managers by the Assessment Centre method, the assessment of the professional competences of specialists and managers, and the psychodiagnostic assessment in 2023.

## Social Policy

The key principles of the Social Policy of Rosseti Kuban include the creation of comfortable conditions for employees' work and rest, higher social security of employees and their better labour/social relations. The Company strives to develop social partnership, improve the social security of employees, and create development prospects for the Company as a whole.

Rosseti Kuban places high importance on social support to energise staff members and raise their commitment to production tasks. The benefits and guarantees in place in the Company, as well as social programmes and employee support

programmes, help attract and retain the most valuable employees, promote staff loyalty to the Company, and facilitate the achievement of the Company's goals.

While demanding the maximum commitment and improved performance from its staff, the Company acknowledges that it is necessary to provide the employees with extra social benefits and guarantees exceeding those prescribed by law and funded from the Company profits.

The Social Policy of Rosseti Kuban is aligned with the Sectoral Tariff Agreement of the Electric Power Industry of the Russian

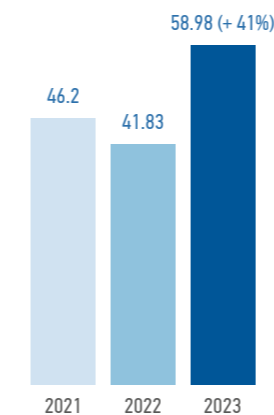
Federation, the collective bargaining agreement, by-laws, rules and other local regulatory documents.

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 mln)

Social events	2021	2022	2023
Monetary support for employees and retirees	45.23	40.70	56.81
Compensation payments	0.97	1.13	2.17

## Changes in social package in 2021–2023 (RUB mln)



The collective bargaining agreement of the Company covers the support of employees who need better housing conditions through financial aid in partial payment of credit interest. In the reporting period, the Company paid a total of RUB 26.56 million to 287 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 2,400 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 8.55 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, more than 700 vouchers were purchased for recreation of employees and their family members, and more than 150 vouchers were purchased for health resort treatment. The Company also provided over 430 discounted vouchers to children's health camps.

Rosseti Kuban provides its employees with high quality modern medical services through voluntary health insurance and accident insurance contracts.

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 solution 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, PJSC teams took part in Rosseti Group corporate sports events in mini-football (1st place), volleyball (2nd place), and chess (6th place in the final of the XIII Open Chess Tournament for power industry employees in memory of Mikhail Botvinnik)
- More than 400 employees of Rosseti Kuban, PJSC participated in the Open Athletic Contest of power industry employees in 7 sports: mini-football, volleyball, table tennis, chess, weight lifting, swimming, and GTO (Ready for Labour and Defence) all-round competitions
- More than 380 employees of Rosseti Kuban, PJSC took part in the Russian Background Walking Championship "Man Walking" in the Corporate Teams category. The team of Armavir Power Grids branch was awarded in the category "Best Team of the Region"
- The chess team of Rosseti Kuban, PJSC took part in the Russian championship among corporate teams as well as in online tournaments among companies and institutions of the fuel and energy complex of Russia
- The basketball team of Rosseti Kuban, PJSC took part in tournaments of the Interregional Amateur Basketball League
- Rosseti Kuban, PJSC employees took part in the Regional Festival of the All-Russian Physical Culture and Sports Complex "Ready for Labour and Defence (GTO)" among labour collectives, as well as in regional and municipal competitions held in the Krasnodar Territory and the Republic of Adygeya

Rosseti Kuban also attaches great importance to cultural-enlightenment events that help unite and rally its personnel, thus improving the corporate culture. The 2023 witnessed the following events in this area:

- 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 veterans, employees and children of the company's employees

More than 500 children took part in the qualifying and final stages of the children's competitions, and more than 240 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.