

Material and non-material system of personnel motivation was put in place. The collective bargaining agreement provides for a special type of bonus¹ for work without violation of the rules. In 2024, special bonuses are accrued to 306 employees in the working trades who have not violated the rules during their employment.

In addition, over 200 publications dedicated to such topics as 'They are the ones to look up to for occupational safety' and 'Man of Labour' were posted on the on the official webpages of the branches. The articles cover the best employees of the branch who work without violating the requirements of the rules.

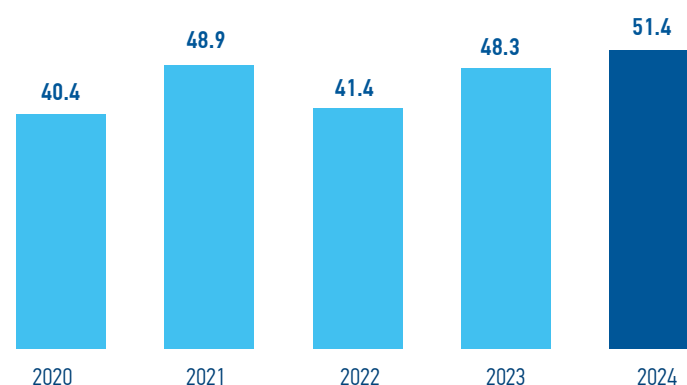
The Company's personnel at risk for health reasons, in addition to periodic medical examinations, are referred for additional medical examinations under the VHI.

To preserve workers' health and life, the Company purchased necessary safeguards and safety equipment in 2024. Annual acquisition order for working wear and shoes was fully completed.

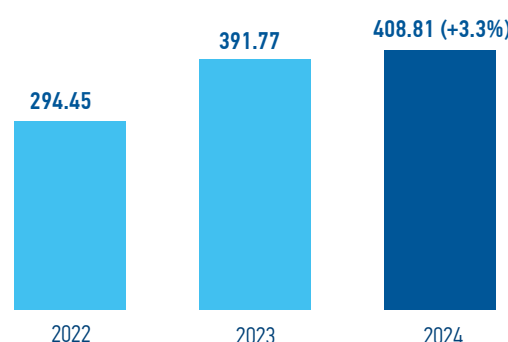
Occupational health and safety costs in 2024 totalled RUB 435.54 million (up 3.0% year-on-year). Specific occupational health and safety costs per employee in 2024 were RUB 51,400. The unit cost of personal protective equipment per employee in 2024 was RUB 34,000, which is 8.7% higher than in 2023.

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 amounted to at least 0.2% of the costs of products (works, services). The actual amount of funding for these initiatives was 0.58% of this total.

Costs of occupational health and safety measures by the Company per person in 2024 (RUB '000)



Changes in expenditures for occupational safety measures for the Company in 2022–2024 (RUB million)²



¹ The source of financing of these bonuses is a special fund formed at the expense of cash savings within the payroll bill resulting from non-accrual of bonuses to branch employees for violation of the rules.

² Excluding the cost of pre-trip medical examinations of drivers.

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 at Hazardous Facilities approved by Order No. 1015-od dated 25 December 2024 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)
- Rostekhnadzor Order No. 461 dated 26 November 2020 on approval of federal industrial safety codes and rules – safety rules for hazardous production facilities where lifting equipment is used (as amended)

- 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 identified three hazardous production facilities registered with Rostekhnadzor¹. In 2024, the hazardous production facilities were operated following the requirements set out in technical reference documents.

The following measures were taken at the Company's hazardous production facilities in 2024:

- 144 industrial safety examinations
- 218 partial technical inspections of equipment
- 197 full-scale technical inspections of equipment

- 746 functional checks of safety equipment

In 2024, for the sake of industrial safety training and certification of employees, the following activities were undertaken:

- 213 employees underwent advanced training
- 487 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

Accounting and investigation of accidents and incidents at hazardous production facilities operated by the Company are aligned with the approved regulations on the procedure for technological investigation, accounting and analysis of incidents at hazardous production facilities operated by Rosseti Kuban PJSC².



¹ Certificate No. A30-00777 dated 13 October 2020.

² Approved by the Company's Order No. 950-od dated 13 December 2024.