

SOCIAL POLICY

The key principles of the Company's social policy include the creation of comfortable conditions for employees' work and rest, higher social security of employees and their better labour/social relations. The social focus of the Company is on the development of the social partnership, improvement of employees' social security, and creation of development prospects for the Company as a whole.

The Company 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 the Company is aligned with the Sectoral Tariff Agreement of the Electric Power Industry of the Russian Federation, the collective bargaining agreement of the Company, 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 million)

Social events	2022	2023	2024
Monetary support for employees, veterans and retirees	40.70	56.81	59.49
Compensation payments	1.13	2.17	1.85

The Company's collective bargaining agreement provides for assistance and support to employees in improving their housing conditions. This support is expressed in the form of financial assistance in repaying part of the interest on the loan. In the reporting period, the Company paid a total of RUB 23.45 million to 330 employees as financial aid.

Being a socially responsible company, Rosseti Kuban JSC 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. The Company provides monthly financial aid to non-working retirees. During the reporting period, over 2,400 veterans and retirees received

various benefits totalling RUB 8.43 million (financial aid for Victory Day and Power Engineer's Day, monthly financial aid and financial aid upon application, etc.).

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 700 vouchers were purchased for recreation of employees and their family members, and more than 140 vouchers were purchased for health resort treatment. The Company also provided over 600 discounted vouchers to children's health camps.

The Company provides its staff with timely and quality medical care. Rosseti Kuban's employees are covered by voluntary personal insurance, which

include voluntary health insurance (VHI) and voluntary accident and illness insurance.

In order to improve social protection of employees and develop non-material incentives, the Company is working on non-state pension programmes. Such programmes are aimed to ensure a respectable standard of living for employees when they reach retirement age and to establish favourable circumstances for the efficient handling of personnel concerns pertaining to employee recruitment, retention, and motivation.

The Company 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 combined teams took part in corporate sports events organised by Rosseti Group, including mini-football, volleyball and 3 × 3 basketball, as well as the All-Russian Physical Culture and Sports Complex 'Ready for Labour and Defence' (GTO) and a chess tournament
- More than 350 employees of Rosseti Kuban PJSC participated in the Open Athletic Contest of power industry employees in seven sports: mini-football, volleyball, table tennis, chess, weight lifting, swimming, and GTO all-round competitions
- Company's employees took part in the 'Man Walking' Russian Background Walking Championship in the Corporate Teams category
- 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 the Company took part in tournaments of the Interregional Amateur Basketball League

- 19 teams consisting of the Company's employees and their family members took part in the Mum, Dad, Me are a Sports Family contest
- employees of Rosseti Kuban PJSC participated in the regional GTO festival among labour collectives, as well as in regional and municipal competitions held in the Krasnodar Krai and the Republic of Adygeya

The Company pays considerable attention to cultural and educational events that help to unite and rally the Company's team, thus enhancing the internal corporate culture. The following were held in 2024:

- Events dedicated to the celebration of Defender of the Fatherland Day, International Women's Day, Victory in the Great Patriotic War of 1941–1945, Children's Day, and Knowledge Day
- Corporate contests titled Children Draw Power Engineering timed to celebrate the 80th anniversary of the Company's foundation and the professional holiday — Power Engineer's Day
- Children's drawing competition called Russia is My Homeland
- Children's drawing contests named Autumn through Children's Eyes and The Beauty of Energy

- Corporate children's creative contest titled Energy of Talents
- Children's New Year's crafts competition called Children of Power Engineers' Christmas Tree
- New Year's Eve celebrations (greeting for veterans, employees and children of the Company's employees)

More than 1,000 children took part in the qualifying and final stages of the children's competitions, and over 100 of them were awarded valuable prizes and gifts.

In order to preserve the regional, historical and cultural heritage of the energy industry, as well as to popularise the history of the energy sector, a corporate museum of the Company's energy sector was established.

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

In 2024, one employee of the Company's Sochi Power Grids branch (First Deputy Director — Chief Engineer) was awarded the honourable title of Honoured Power Engineer of the Russian Federation.

