

YOUTH POLICY

The Company's youth policy covers the three key areas:



Early career guidance of schoolchildren



Practice-oriented personnel training at universities and colleges



Professional development of junior specialists — employees of the Company

Rosseti Kuban's youth policy implementation indicators in 2022–2024 (people)

Indicator	2022	2023	2024	Δ 2024/2023 (%)
Number of schoolchildren participating in career guidance projects of Rosseti Group	31	94	722	+ 6.7x
Number of partner universities/colleges in the regions where the Company operates	40	41	55	+34.1
Number of university/college students trained under company-sponsored training contracts	60	80	116	+45.0
Number of university/college students who completed internships with the Company	741	807	876	+8.6
Number of university/college graduates employed by the Company in the reporting year	63	62	23	–62.9
Number of young professionals who participated in corporate, regional or federal level competitions, forums, conferences	10	10	11	+10.0



Rosseti Kuban 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. In 2024, the total number of sponsored students who took part in Rosseti Kuban's career guidance projects totalled over 14,000 people. In order to train professional personnel to meet future staffing needs, the All-Russian Schoolchildren Olympiad of Rosseti Group is organised, which is a unique opportunity to test oneself and learn about current problems and areas of development in the power industry by solving unusual and interesting problems. In 2024, 635 9th–11th grade students representing the regions where the Company operates competed in the Olympiad.

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 the end of the reporting year, 55 cooperation agreements with educational organisations were in force in the region where the Company operates. Kuban

State Agrarian University and Kuban State Technological University are among the partner universities.

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 year, 116 students were studying at specialised universities under company-sponsored education agreements (of which 33 agreements were concluded in 2024). The focus areas of company-sponsored training include electric power and electrical engineering, agro-engineering and information systems & technologies.

The total number of students who took internships at the Company's facilities in the reporting year was 876 (807 students in 2023). During the 2024 summer work season, 104 students from partner universities were members of eight student teams.

To help student team members gain practical skills and have a deeper understanding of the occupation,

the Company organised a series of events. Such events include training in working trades on the basis of the Energy Institute of Professional Development of Kubanenergo PJSC, as well as preparation for professional examination to obtain the qualification of an electrician for operation of electricity metering devices (third level of qualification). There are workshops organised to develop managerial and professional competences. The students also took part in a hackathon, professional skills competitions and a sports day.

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 2024 became participants of the Forsazh Forum of Young Specialists' Communities, and another five employees took part in the CASE-IN International Engineering Championship (League of Young Specialists).

876

PEOPLE

total number of students who took internships at the Company's facilities in the reporting year

14,000

PEOPLE

total number of sponsored students who took part in Rosseti Kuban's career guidance projects

As of the end of the reporting year,

116

STUDENTS

were studying at specialised universities under company-sponsored education agreements (of which 33 agreements were concluded in 2024)