

Climate change

In 2023, direct greenhouse gas emissions are estimated at 156,000 tonnes of CO₂-eq., down 25% year-on-year.

Quantified greenhouse gas emissions include carbon dioxide (CO₂), methane (CH₄) and nitrogen oxides (N₂O).

In 2023, the Climate Policy of PJSC Rosseti was adopted. The document identifies climate risks that are significant for the Company, mechanisms for influencing them, and measures to adapt to climate change.

PJSC Rosseti identifies two groups of physical climate risks: extreme weather events and irreversible climate processes.

Greenhouse gas emissions (Scope 1), thsd t CO₂-eq.



For the risks associated with extreme weather events, a number of adaptation measures have been elaborated and are being implemented on an ongoing basis.

Climate risks	Examples of adaptation measures
Extremely high/low air temperatures	<ul style="list-style-type: none"> Revision of regulations to improve the reliability of power transmission lines (PTL) and transformer substations Measures to maintain design temperature profiles of industrial build-ings
Changes in tempera-ture/humidity profile and precipitation condi-tions; permafrost deg-radation	<ul style="list-style-type: none"> Monitoring of soil conditions where the Company's production facilities are located in the permafrost zone Monitoring of the condition of buildings' foundations and roofs Installation of erosion control systems to maintain the permafrost con-dition of the foundations of structures, buildings, and overhead trans-mission lines
Floods	<ul style="list-style-type: none"> Identification of (under)flooding zones and prohibition of use of such zones Engineering protection of grid facilities (dams, diversion channels, hy-draulic obstacles) Bank protection structures, bank reinforcement, dredging
Hurricanes, tornadoes, hail, very strong winds, glaze-ice and rime phe-nomena	<ul style="list-style-type: none"> Dismantling or replacement of obsolete or frail buildings and struc-tures, and PTL towers Cutting down old and rotten trees Reinforcement of industrial buildings Determination of safe operating modes in high-wind conditions Reinforcement of linear structures and monitoring the icing of the same Training of emergency repair teams
Mudflows, water-snow flows and landslides	<ul style="list-style-type: none"> Adjustment of surface water runoff through vertical planning of the territory and arrangement of surface drainage system Agroforestry, artificial alternation of slope relief Arrangement of anti-mudflow systems, confining facilities and struc-tures Establishment of protection zones

In addition, the Group carries out the following routine general activities aimed:

- To improve hydrometeorological monitoring and forecasting systems
- To update and revise wind and ice load standards in order to enhance the reliability of power grid facilities
- Undertake operational analysis of short-term weather forecasts and storm warnings of dangerous meteorological phenomena

- To develop local regulations for each special period, taking into account retrospective analysis
- To furnish the subdivisions, which are most exposed to unfriendly weather conditions, with emergency equipment, including reserve power supply sources and off-road special vehicles
- To run cooperation exercise in responding to emergency damage to power grid facilities
- To train operating and repair personnel

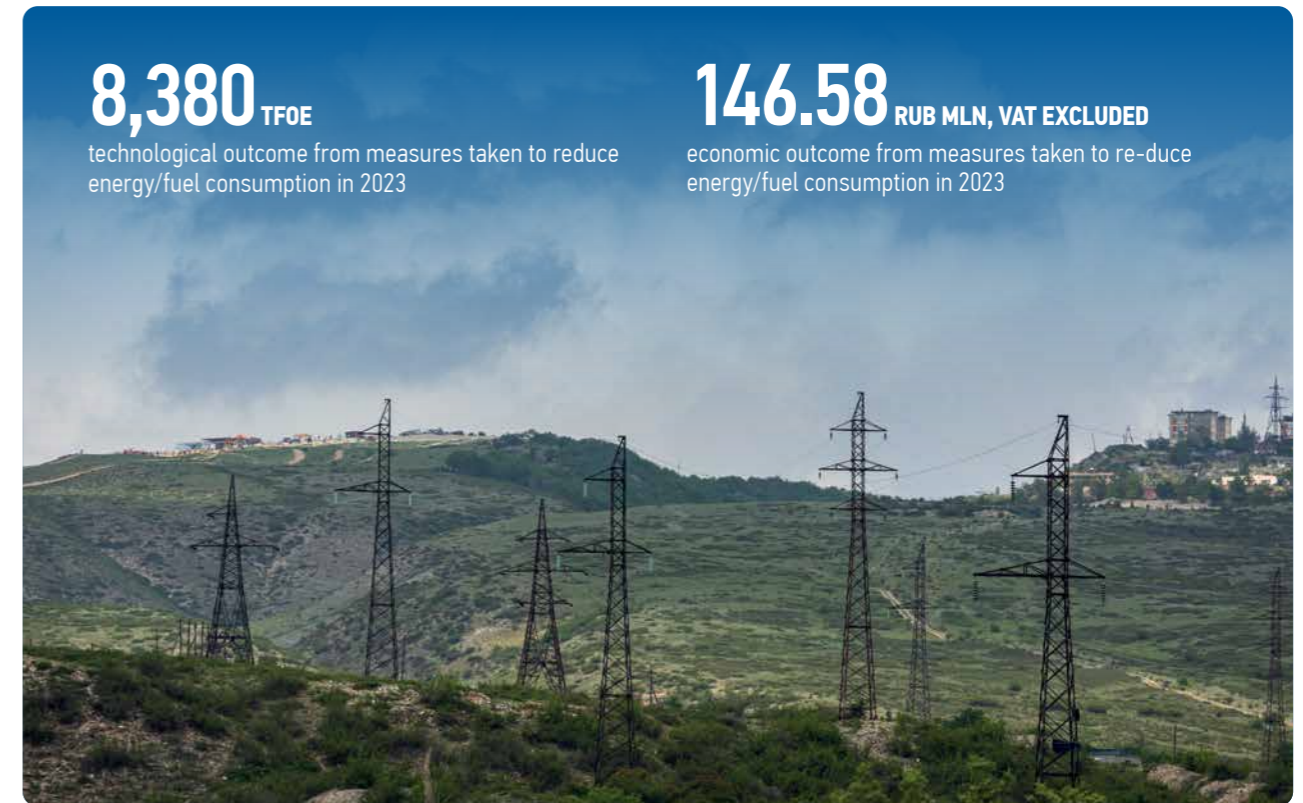
Energy Consumption and Energy Saving

8,380 TFOE

technological outcome from measures taken to reduce energy/fuel consumption in 2023

146.58 RUB MLN, VAT EXCLUDED

economic outcome from measures taken to re-duce energy/fuel consumption in 2023



The decrease in energy consumption of PJSC Rosseti as a result of energy saving and efficiency improvement measures

Initiative	Actual savings effect from the implementation of initiatives		
	Energy type	Saved power, natural units	Financial savings, RUB mln
Reduction of process-related consumption of electric energy	Electric energy, mln kWh	66.56	140.67
Decrease in electric power consumption for utility needs of administrative and production buildings	Electric energy, mln kWh	0.40	2.27
Decrease in heat consumption for utility needs of administrative and production buildings	Heat energy, thsd Gcal	0.54	0.95
Reduction of petrol consumption	Motor fuel (petrol), thsd l	23.77	1.05
Reduction of diesel fuel consumption	Motor fuel (diesel fuel), thsd l	31.04	1.64
Total		8,380 TFOE	146.58

Main aspects of energy saving policy implementation:

- Development and implementation of measures, and achievement of energy saving and energy efficiency improvement targets as well
- Development and improvement of regulatory and internal documents that address energy saving and energy efficiency improvement
- Upgrade of the organisation and management of energy saving and energy efficiency improvement system based on the requirements of ISO 50001:2018, Energy Management Systems. Requirements with Guidance for Use (national standard GOST R ISO 50001-2023)
- Introduction of pilot projects to improve energy efficiency; implementation of organisational measures aimed at planning, organising and managing the development and introduction of new equipment and technologies
- Implementation of measures under the Energy Efficient Substation national project

To reduce technological consumption (losses), PJSC Rosseti implements measures aimed at the following:

- Optimising circuit parameters and operating conditions under operation and operational management of power grids
- Reducing power consumption for substations' demands
- Constructing, renovating and developing power grids, as well as commissioning the energy-saving equipment (so, loss reduction is concomitant)

For more details on the amount of energy resources utilised at the Rosseti Group in 2023, please see Appendix 1.

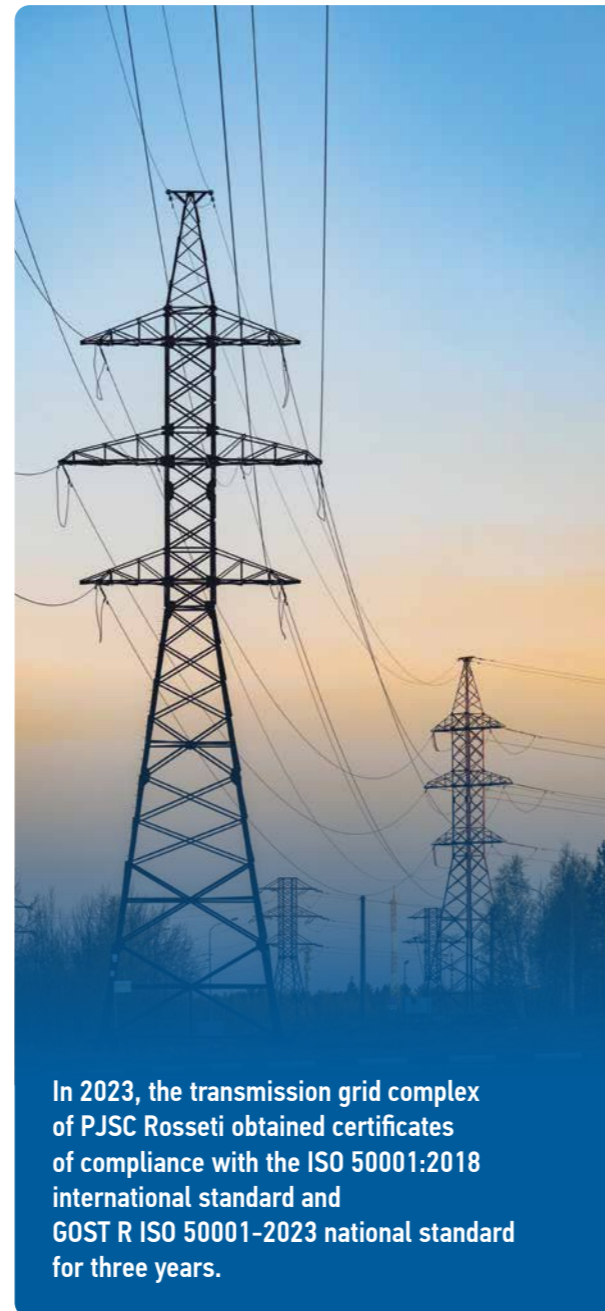
Energy Management System

PJSC Rosseti and most of PJSC Rosseti's subsidiaries have the Energy Management System (EnMS) in place, which contributes to:

- Improvement of energy efficiency targets
- Reduction in consumption of fuel and energy resources
- Achievement of the planned value of electric power losses
- Procurements with due regard to energy efficiency requirements

Subsidiaries have implemented and maintain key elements of EnMS: planning, risks, documentation, functions and interaction of divisions, internal audits, and analysis by the management.

For more details on energy consumption and energy management, please see the Report on Social Responsibility and Corporate Sustainability of the Rosseti Group for 2023.



In 2023, the transmission grid complex of PJSC Rosseti obtained certificates of compliance with the ISO 50001:2018 international standard and GOST R ISO 50001-2023 national standard for three years.

HR Management¹

The HR management system is aimed at the optimal realisation of human resources potential, satisfaction of employees' social and material needs, continuous ongoing development, training and involvement of employees in solving corporate-level tasks.

Principles of HR management at the Rosseti Group



Unified approach to HR management, taking into account the regional specifics of companies

Equal opportunities for employees and zero discrimination



Compliance with the best Russian practices and standards

Creation of conditions for unleashing employees' potential, their professional growth and development



Rapid and effective adaptation to corporate and external changes

Transparency and consistency of career development conditions with a focus on professionalism, performance, professional development and shared corporate values



Higher efficiency of HR management activities and reducing costs through the use of unified technologies and information resources

Attraction of highly qualified employees by strengthening the Company's image as a socially responsible employer

OVER 235,000 EMPLOYEES
headcount of all companies within the Rosseti Group as of 31 December 2023

81,300 RUB
average salary

5.2%
active staff turnover rate

92.5%
staffing level

¹ HR management indicators were calculated for employees of PJSC Rosseti and its subsidiaries engaged in power grid activities.