



— What new tools for staff development did the Company introduce in 2023?

— We strive to maximise the use of our own human resources potential when making appointments to managerial positions. In 2023, we launched the Rosseti Leadership School project, aimed at accumulating a high-potential talent pool of managerial staff.

The training programme for developing cross-cutting and managerial competencies is built on a modular principle, with each participant choosing his or her own optimal training track. The Leadership School respects the equal opportunity. Therefore, we use a single tool for end-to-end assessment of managerial maturity across the Group, thus ensuring comparability of results. Participation allows specialists to improve their current performance and prepare for potential promotion to higher career levels.

— The Company continues close cooperation with leading Russian technical universities. Have approaches to interacting with them changed after restructuring?

— In 2023, PJSC Rosseti updated the existing agreements with Russia's largest power engineering universities: MPEI, IPEI and KSPEU. The agreements take into consideration the restructuring that has taken place at the Rosseti Group as well as strategic objectives related to ensuring national energy sustainability and promoting the development of the industry and its human resources. Those agreements aim to continue fostering cooperation for collaborative educational activities, popularise the field of power engineering, offer practice-oriented training, and enhance vocational competencies. In addition, the signed agreements provide for joint research projects that focus on elaborating breakthrough solutions and ensuring the technological self-reliance of the industry.

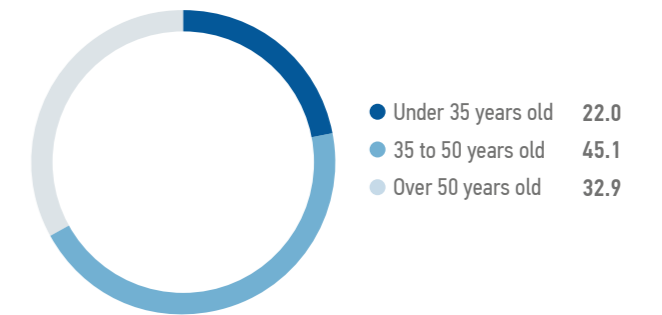
Vladimir Kharitonov,
Deputy General Director — Head of the Office

Personnel structure

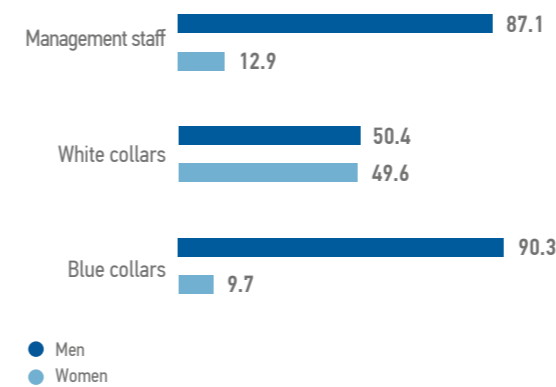
Rosseti Group's personnel by category in 2023, %



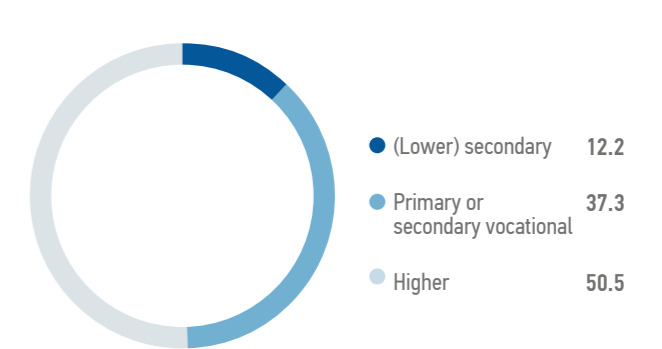
Rosseti Group's personnel by age in 2023, %



Personnel category by gender, %



Rosseti Group's personnel by education in 2023, %



Change of active staff turnover, %



Staffing level, %

