

## Personnel assessment

Activities to assess the collaborative and managerial competences of employees and the talent pool are practiced on a regular basis. In 2023, psychometric assessment tools were applied during recruitment, rotation, promotion to management positions, and selection to the talent pool.

In the reporting period, assessment activities were also undertaken for the following categories of employees:

- Young employees of the Group taking part in the Forsazh 2023 forum
- MPG Investment Block managers
- MPG/MPGE managers
- Employees/external candidates for vacant positions in the Company

## Independent assessment of personnel qualifications

The Rosseti Group conducts an independent assessment of employee qualifications on an ongoing basis<sup>1</sup>. Under the auspices of the Council for Professional Qualifications, there are five Qualification Assessment Centres founded by PJSC Rosseti's subsidiaries. In the reporting period, the Qualification Assessment Centres organised the qualification assessments of 3,985 employees of the Group.

## Personnel satisfaction

In 2023, a personnel satisfaction survey was launched in nine areas: corporate communications, working conditions, nature of work, motivation system, loyalty to the Company, relationship with an immediate manager, relationship with colleagues, career and professional development, and social sphere. This project's objective is annual monitoring of the level of personnel satisfaction and the development of measures aimed at its improvement, as well as the implementation of those measures.



**40,134** EMPLOYEES

of the Rosseti Group's companies underwent assessment of general corporate-level and managerial competences and personal and business proficiency in 2023

**175,002** EMPLOYEES

took part in the personnel satisfaction assessment in 2023

<sup>1</sup> In accordance with the requirements of Federal Law No. 238-FZ On Independent Assessment of Qualifications dated 3 July 2016.

## Social policy

The Rosseti Group implements social programmes aimed at maintaining employee health, motivation, and social protection.

<b>Non-state pension provision programme</b>	Ensuring a decent standard of living for the Rosseti Group employees when they reach retirement age, increasing employee motivation to work efficiently, and attracting and retaining highly qualified personnel.  The main principles of the non-state pension provision (NSPP) programmes are: a differentiated approach to setting the amount of non-state pensions; incentives for employees for their meritorious labour in favour of PJSC Rosseti, subsidiaries, and the electric power industry; and for long and conscientious work in the electric power industry.  Under the existing NSPP Programmes and the NSPP Agreements concluded separately by PJSC Rosseti and each subsidiary with non-state pension funds, PJSC Rosseti and subsidiaries make annual pension contributions to NSPP funds, and employees covered by the NSPP Programmes, upon reaching retirement age and terminating their employment with Rosseti and subsidiaries, become entitled to NSPP payments in addition to state benefits.  The amount of funding for NSPP Programmes and the range of incentive instruments depend on the financial condition of subsidiaries.
<b>Voluntary medical insurance programme and accident insurance programme</b>	Outpatient care, including home care, commercial ambulance services, inpatient and dental care in specialised regional medical institutions, telemedicine services, vaccination of employees against influenza and tick-borne encephalitis, and accident insurance.  <b>100% of the Group's full-time employees</b> are covered by voluntary medical insurance programmes and accident and health insurance programmes.
<b>Housing improvement programmes</b>	Providing employees with housing in the Company's residential fund in order to attract qualified personnel to key power facilities, as well as those under construction and remote ones.  Compensation of housing rental costs for highly qualified specialists and young people whose labour activity requires relocation.
<b>Other social programmes</b>	Payment of financial aid under various social programmes (marriage, childbirth, etc.).

## Youth policy

The Company carries out consistent activities with schoolchildren and students, provides conditions and opportunities for successful adaptation and effective self-realisation of young specialists, and development of their potential. The main areas of work with young people are stated in the Company's Youth Policy approved by the Company's organisational and regulatory document.

- The Rosseti Group's companies, together with partner educational institutions, organise power engineering classes and power engineering clubs for high school students.
- In 2023, for the sixth time, the Rosseti Group held the corporate Olympiad for about 9,500 schoolchildren from across the country
- Employer-sponsored education of students at the employer's request is a traditional mechanism for attracting young specialists, which helps meet promising needs for qualified personnel focused on long-term successful employment and career growth in the Group's companies. In 2023, 349 applicants were enrolled for training. In the reporting year, a total of 1,700 students receive training of all levels and all types in the interests of the Rosseti Group's companies.
- To immerse young specialists in their trade and ensure their professional adaptation, more than 10,000 people completed internships at the Group companies in 2023.
- An additional form of professional adaptation implemented by the Company since 2010 is the organisation of student teams. In 2023, over 2,000 students (grouped in relevant teams) worked at the Company's facilities.
- Practice-oriented training for young specialists and stimulation of scientific activity among young people are promoted by certain measures taken in cooperation with the Youth Section of the RNC CIGRE, which is supervised by PJSC Rosseti.
- To contribute to the development of young specialists who are the Company's employees, there are measures in place, particularly, corporate and partnership projects. In 2023, youth teams representing the Group took part in the Forsazh International Community Forum, 'Engineers of the Future' International Youth Industrial Forum, Youth Day events of the Russian Power Week International Forum, and others.





### Promotion of employee health

The Company actively supports initiatives aimed at the development of corporate sports and a healthy lifestyle among employees.

During the year, sports teams took part in the Rosseti Group mini-football and volleyball tournaments, the XIII Botvinnik Memorial Open Chess Tournament for Power Companies' Employees, and various sports competitions between fuel and energy complex companies. In addition, the Group's employees took part in the All-Russian individual and team billiard tournament Power Engineer Cup, the Russian Chess Championship among corporate teams and the All-Russian Half-Marathon Zabeg.RF.

Teams from the Executive Office and other branches of the Company participated in a traditional mini-football event conducted in May 2023.

### Veteran outreach

Social support for retired long-service employees (so called veterans) of PJSC Rosseti is governed by the Regulations on Material Assistance to Veterans of PJSC Rosseti, which stipulate uniform assumptions for nominating veterans and the same standards for providing material assistance. Thus, each year, veterans receive a lump-sum financial aid on the Company's Day and Power Engineer Day as their professional holiday. In addition, some categories of veterans receive a monthly extra payment to their insurance pension, non-recurrent financial aid for Victory Day, and additional medical care.

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

# Occupational Health and Safety

## Health and safety management system

The Health and Safety Management System (HSMS) in place at the Rosseti Group is aimed at eliminating work-related accidents and work-related ill health, developing skills to behave safely at work and prevent dangerous situations, and continuously improving working conditions.

The purpose of HSMS is to ensure continuous improvement of occupational safety and the preservation of life and health of the Rosseti Group's employees, as well as employees of contractors and third parties.

As part of HSMS, the Rosseti Group's companies employ trained and educated specialists who meet professional standards approved by the Ministry of Labour and Social Protection of the Russian Federation.

Based on the results of an independent external audit of the quality and efficiency of HSMS, which was completed in 2022, the following work was completed in the reporting year:

- Revision of HSMS Regulation<sup>1</sup>
- Adoption of [the Rosseti Group's Occupational Health and Safety Policy](#)
- Formulation of the Code for the Development and Improvement of Safety Culture at the Rosseti Group
- Training for managers and specialists

In 2023, the relevant activities continued to reduce work-related accidents:

- Measures were taken to introduce live work
- Digital technologies aimed at organising safe work performance were developed and implemented
- Personnel training was conducted to improve the quality of investigation and analysis of the causes of work-related accidents
- Round tables were held with manufacturers of protective equipment, materials and devices

### Labour protection expenditures at the Rosseti Group, RUB mln



<sup>1</sup> Order No. 412 dated 21 September 2023.