



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 Regulation¹
- 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



¹ Order No. 412 dated 21 September 2023.