

Work-related accidents

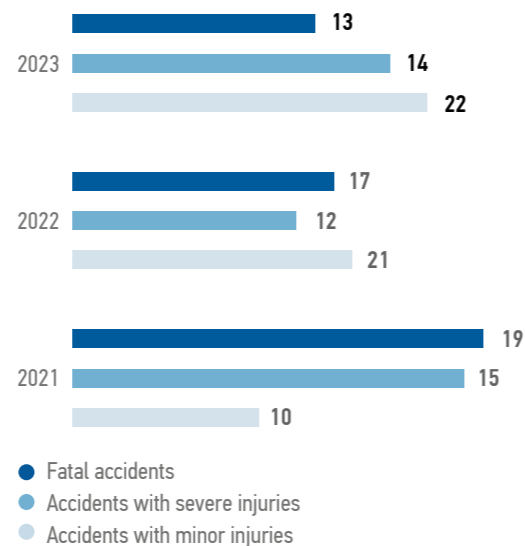
In 2023, 49 work-related accidents occurred in the Rosseti Group's companies (50 cases in 2022), involving 67 employees (62 employees in 2022), of whom 13 suffered fatal injuries, 19 — severe injuries, and 35 — minor injuries. The number of fatalities caused by work-related ill health decreased from 17 to 13.

All accidents and incidents were thoroughly investigated, and action plans were prepared to eliminate the causes of the same. The Company confirms that the complete elimination of fatal accidents at work is its main strategic priority.

Total accident rate covering all injured persons and including third-party-caused accidents¹



Change in the work-related accident rate at the Rosseti Group, *accident*



Number of the Rosseti Group employees injured by accident type, *persons*

Indicator	2021	2022	2023
Exposure to electric current	18	22	19
Road traffic accident	14	19	31
Falling from elevations (including from one's own height)	10	15	9
External mechanical impacts	4	1	1
Insect and animal bites	–	1	1
Falling objects	3	2	–
Other ²	2	2	6

Data on job-related accidents among employees of contractor organisations

Indicator	2021	2022	2023
Total accidents	3	3	3
• Fatal accidents	–	2	1
• Accidents with severe injuries	3	1	2
• Accidents with minor injuries	–	–	–

For more details on the labour protection measures taken, please see the Report on Social Responsibility and Corporate Sustainability of the Rosseti Group for 2023.

For more details on work-related accident rates at the Rosseti Group, please see Appendix 1.

¹ Injury frequency indicator Kf is the ratio of the number of injured persons to the average number of blue collars and white collars for the accounting period, which is taken relative to 1,000 employees: $Kf = (N1/Np) * 1,000$, where N1 is the number of injured persons who are disabled for more than three working days and up to a fatal outcome, while Np is the number of employees within a certain period of time (average headcount). The above accident/injury frequency rates are presented for 2021 and 2022 without JSC Electromagistral, JSC Energetik and JSC RES. For 2023, the work-related accident frequency rate takes into account accidents at JSC Electromagistral, JSC Energetik, and JSC RES since their merger with the Rosseti Group (November 2023).

² Other types of accidents include being hit by a motor vehicle, struck by lightning, drowning, injuries caused by another person, competition, mine blast injuries.

Work-related ill health

Work-related ill health among the Rosseti Group's employees

Indicator	2021	2022	2023
Cases of work-related ill health among employees	1	1	1
Number of work-related fatalities	–	–	–
Number of employees recognised as disabled as a result of work-related ill health	–	–	–

In 2023, one case of work-related ill health was identified in the Rosseti Group: the driver of a car at Production Association Central Power Grids of Buryatenergo, a branch of PJSC Rosseti Siberia (2nd degree vibration syndrome). No employees died as a result of work-related ill health associated with any particular occupation.

To minimise the risk of work-related ill health, the Company strives to convey to all employees the importance of a healthy lifestyle and compliance with occupational safety requirements.

The Company regularly monitors the health of its employees. The target is to conduct examinations and checkups for 100% of production personnel, which is possible thanks to the availability of doctor offices at the Rosseti Group's companies. In addition to monitoring personnel health, the office's doctors provide medical care directly at the facilities, as well as pre-shift monitoring of production personnel. In the event of a negative conclusion based on the results of a medical examination or in case of contraindications, employees are suspended from work.

