



# SUSTAINABLE DEVELOPMENT

The Company’s understanding of sustainable development is consistent with the UN definition: “Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.

**168%**

overfulfilment of the staff training plan in 2022

**45.8%**

year-on-year decrease in gross air emissions in 2022

**294.5**  
RUB mn

occupational safety costs in 2022 (+2.5% vs. 2021)



Reliability indicators ( $I_{SAIDI}$ ,  $I_{SAIFI}$ ) of the Company in the reporting year did not exceed the target values.



Level of average wages in the Company for 2022 is competitive and exceeds the regional average wage.



To conserve biodiversity and ensure ornithological safety:

**2,977**  
bird  
diverters

installed

**728.5** KM  
overhead  
lines

built and renovated with the use of self-supporting insulated wires.

The Company is committed to sustainable development through improved consumer energy supply reliability, social responsibility, and innovative development of the power grid complex.



The preservation of the lives and health of its workers while they perform production duties has always been and will always be a top priority for Rosseti Kuban. To achieve this goal, we apply advanced technological solutions, high quality protective equipment, and implement a range of organisational measures.

Occupational health and safety is a system for preserving the life and health of workers in the course of their work activities, including legal, socio-economic, organisational and technical, sanitary and hygienic, therapeutic and preventive, rehabilitative and other measures.

Creating a safe and comfortable working environment and eliminating the risk of occupational accidents is one of the prerequisites for the reliable and efficient operation of a company.

Every manager at all levels is responsible for occupational health and safety within the limits of his/her competence and job responsibilities. The responsibilities of the employer, managers

and employees with regard to occupational health and safety are laid down in the Labour Code of the Russian Federation.

In order to improve the culture of work, safety, priority of occupational safety and to implement a risk-oriented approach in the occupational safety system, the Company has the Zero Accident programme in place. The management of the Company is well-aware that the Zero Accident Concept is a fundamentally new way to organise the Company's whole occupational health and safety system, with a focus on prevention above all else. At the heart of the Zero Accident Concept is a conscious effort by everyone involved in the production process, from the General Director to the employees, to prevent any accidents at work.

The Company's management understands that a safety culture is based on the conscious and wilful engagement of all those involved in the production process, from the General Director to the employees.

The company works to meet the requirements of environmental legislation, to improve the level of industrial and environmental safety and to ensure an effective reduction of the negative impact of production activities on the environment.

Power engineers always excel in professionalism, solidarity, mutual assistance, awareness of their importance and sense of responsibility.

Material topics related to the Company's activities disclosed in the Report:

- Environmental aspects of activities
- Energy saving and energy efficiency
- Social aspects and employee relations issues
- Occupational health and safety
- Consumer relations
- Fight with corruption, influence peddling and bribery of foreign officials

# ENGAGEMENT WITH STAKEHOLDERS

The Company's stakeholders are state bodies, local authorities, public legal entities, shareholders and investors, other legal entities and individuals who may have an interest in the Company's performance and (or) may have a significant impact on the Company's activities and services.

## KEY STAKEHOLDERS OF THE COMPANY

Stakeholders	Stakeholder relations
<b>INTERNAL STAKEHOLDERS</b>	
Company's S&As	<p>These parties are interested in disseminating the best corporate governance practices to them and maintaining their image as part of Rosseti Group. Interaction is effected through the management and control bodies of S&amp;As in accordance with the applicable laws of the Russian Federation and local regulations, joint activities, as well as interaction on current issues within the framework of standard business processes, including reporting</p> <p><a href="#">For more details, please see Appendix No. 3 to the Report.</a></p>
Company personnel. Social partners (trade unions, employers' associations)	<p>These parties are interested in an attractive business culture, competitive wages, social and health benefits, opportunities for personal, professional development and work safety. The interaction ways:</p> <ul style="list-style-type: none"> <li>• Implementation of the Collective Agreement, a succession pool programme and targeted human resources assessment and development projects</li> <li>• Staff training and qualification improvement</li> <li>• Meetings between management representatives and the personnel, professional competitions, cultural and sporting events</li> <li>• Council of Young Professionals and participation in the All-Russian Electrical Trade Union</li> <li>• Adaptation and mentoring for new employees and support for veterans</li> </ul> <p><a href="#">For more details, please see the Human Resources Management subsection of the Sustainable Development section.</a></p>
<b>OPERATING ENVIRONMENT</b>	
Investment community (shareholders and investors)	<p>These parties have an interest in the growth of total shareholder return, including dividend yield and capitalisation of the Company, its development, consideration of the interests of all shareholder groups, information transparency and openness of the Company, efficiency of production activities for sustainable development, and a high level of corporate governance. Interaction is through General Meetings of Shareholders, representation in management and control bodies, as well as through the disclosure of information about the Company</p>

