

PERSONNEL MANAGEMENT

2024 ACHIEVEMENTS

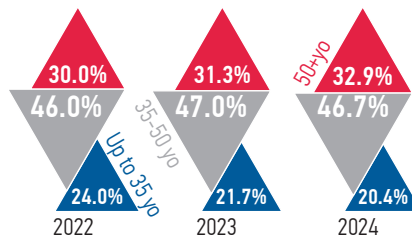
Key goals of the Company's HR policy focused to achieve strategic goals of the Company and power grids are:

- 1) Planning of recruitment needs: provision of reliable information about on-the-spot and forecast labor force needs of the Company to achieve the goals.
- 2) Well-planned and timely recruitment.
- 3) Securing of personnel efficiency and labor productivity growth.

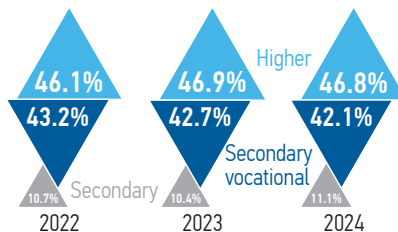
The average headcount of PAO Rosseti Ural in 2024 totaled 14,684 workers (-2.4% YoY). Increase of the average headcount was due to natural staff movements. The overall staffing as of 31.12.2024 totaled 93%, with staffing of production personnel reaching 93%. Active staff turnover was 6.1%.

Average age in 2024 totaled 43.5 yo. The share of "up-to-50yo" personnel contributes the most (67.04%) to the overall personnel structure. The staff is characterized by a considerably high qualification level: 88.9% of employees have professional education. The metrics remain stable for the last 3 years.

Personnel age structure in 2022-2024

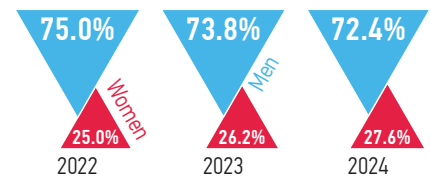


Personnel education structure in 2022-2024

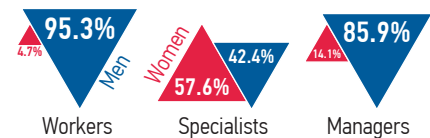


The employee gender structure is similar to the gender structure of grid companies. As of 31 December 2024, the share of men is 72.4%, the share of women reaching 27.6%. Category analysis in 2022-2024 is shown on the graphs below.

Personnel gender structure in 2022-2024



Personnel gender structure by categories in 2024



DRILLING AND FURTHER TRAINING OF THE PERSONNEL

The share of employees that underwent drilling in the total average headcount is 88.8% or 13,037 person-courses (11,901 workers). It exceeds the target indicator of 30%, stipulated in the HR and social policy. Production personnel has the largest share among employees that underwent training – 88.7% or 11,600 person-courses (incl. supporting workers – 36 person-courses). In 2023, this indicators totaled 94.7%.

2024 actual training expenses totaled RUB 124,836.78 thousand, with RUB 67,528.24 thousand spent on personnel training at the corporate educational center. 2023 actual training expenses totaled RUB 103,644.8 thousand, with RUB 73,993.1 thousand or 71.4% spent on personnel training at the corporate educational center.

The Company participates in career planning of its employees with a view to replace vacant administrative positions as well as to expose, retain and develop high-potential employees. Formation of administrative labor pool reserve provides equal possibilities for career promotion in the Company as well as horizontal and vertical rotation. Regular training of employees, development of their professional and management competence, required for target positions, is a part of labor pool activities. As of 31.12.2024, labor pool reserve consists of 26 best-in-class employees, the staffing level of the administrative labor pool reserve totaled 100% of all administrative positions. As a part of administrative pool promotion, the Company engaged succession pool members in activities fostering competences required for target positions, sent them to competence-developing educational programs. In 2024, 55% of senior positions (5 out of 9 positions in HQ and branches) were in-house staffed.

PERSONNEL REMUNERATION SYSTEM

The Company implements the principle of remuneration for work in terms of employee's skill, complexity and quality of work. Employee remuneration procedure is governed by the Single Compensations and Benefits Policy, in strict compliance with the laws of Russia on wages, and uses the following principles as a basis:

- Equal pay for work of equal value
- Reasonable wage levels for various types of employees, depending on complexity and qualification
- Creation of equal opportunities for wage growth for all worker categories

SOCIAL POLICY

PAO Rosseti Ural's collective agreement regulates social and labor relations. The Company's social policy is based on the principle of social partnership. The parties of the social partnership, on parity basis, deliver joint projects for the benefit of the employer and employees and share a joint control over implementation of the collective agreement. Primary goals of Company's social policy are: veteran, employee and employee family care; preserving of socially responsible corporate image to attract and retain highly-qualified staff; preserving of benevolent working environment; securing of post-retirement decent living.

Otrkytie and NPS program, approved by the Board of Directors every year. The NPS program was designed to secure post-retirement decent living of employees, to promote efficient HR solutions related to hiring, retention and motivation of employees.

State, industry and corporate awards

1,846 employees were awarded for best performance and contribution to the development and improvement of the Urals grid facilities: state awards (7 employees), ministry awards (52 employees), ERA of Russia awards (88 employees), corporate awards (1,699 employees).

Veteran activities

A special attention was paid to the veterans of the Company. The Company has the Veteran Coordination Council to oversee and administer branch veteran councils. The Veteran Coordination Council covers over 5,773 retirees of the Company. In 2024, the Company continued its health support activities for veterans and retirees. Retirees actively participated in sports competitions (skiing, athletics, mini-football, volleyball, basketball, and chess).

Activities for employees and their families

The Company continues to promote healthy life-style of its personnel by arranging group activities in several sports. In May 2024, the Company held an interregional sports contest in 5 sports (swimming, volleyball, basketball, mini football and athletics). The Company also arranged online chess qualifying competitions to form a Company team. The winners of the qualifying competitions represented the Company at the XIV open chess tournament in the memory of M.M. Botvinnik. Employees showed good results and won regional competitions in all three regions of the Company's presence. The Company also actively promotes the "Ready for Labor and Defense" movement. In 2024, 200+ employees passed physical training standards, obtaining gold and silver badges of merits.

Charitable programs

Promotion of volunteer services among employees traditionally occupies a special place in the charity practices. In 2024, employees conducted the traditional large-scale socially-oriented project "Blood donations save lives" (blood donations) as well as local projects on collection of clothing, hygiene, toys for beneficiaries. The events took place in the Sverdlovsk, Chelyabinsk and Perm regions.



The social program of the Company determines vital social projects, implementation steps and funding. The program includes the following aspects:

Private health insurance scheme

The Insurance Coverage Regulations, adopted by the Company's Board of Directors, state that each employee of the Company is provided with private health insurance scheme. Insurance coverage of the personnel is based on the integral private health insurance scheme, guaranteeing timely and high-quality medical and other related services. Corporate programs include a wide range of medical services provided by the best state, institutional and commercial medical institutions operating in Russia. Personal accident and sickness insurance is active for the period of employment and guarantees insurance payouts to employees (beneficiaries) due to loss of productivity, medical condition or death as a result of any accident.

Non-state pension schemes

The Company promotes non-state pension schemes under a contract with AO NPF

Corporate support in employee housing improvement

In 2024, 294 employees obtained corporate support in housing improvement (compensation of mortgage interest) under the bylaw on corporate support in employee housing improvement.



In 2024, the Company continued to support material and technical base of specialized educational institutions in the Sverdlovsk, Chelyabinsk and Perm regions. In 2024, The Company donated RUB 40+ million to equip 12 educational institutions under the Professionalitet federal project in the Chelyabinsk and Perm region.

The Company also spent RUB 5 million to acquire equipment for the Urals Energy Institute of FGAOU VO UrFU named after B.N. Yeltsyn. To promote culture and art, PAO Rosseti Ural provided charitable assistance in the arrangement and conduct of the Skryabin media-art festival in Chelyabinsk.



YOUTH POLICY

PAO Rosseti Ural is actively involved in the following youth outreach activities:

- Schoolchildren: Energokruzhki project (early integration into profession and engagement of schoolchildren to going to energy-related colleges) implemented in 3 schools on the territories of the Company's footprint; "Scientific Tourism. Where does electricity come from?" project and Rosseti's All-Russia Schoolchildren Olympiad (Urals region); lessons on electrical safety in kindergartens, schools and country health camps.
- Students: to foster internship training of young professionals the Company collaborates with higher and secondary professional educational institutions; Company's participation in the Professionalitet Federal Project in 2 regions (Chelyabinsk and Perm regions); agreement on partnership and cooperation concluded between Utilities and Energy Sector Ministry of the Sverdlovsk region, Education and Youth Policy Ministry of the Sverdlovsk region, GAPOU SO Yekaterinburg Energy College (Sverdlovsk region).



- Professional and social adaptation of young specialists is an important direction of youth policy, carried out on the principles of partnership. The Company's Young Professionals Council supports moral, professional, intellectual, physical and creative development of young professionals; helps adapt newly hired young professionals; participates in social projects and activities strengthening corporate culture and traditions of the Company.

In 2024, activities for young professionals included involvement of the Company's employees in federal and industry activities:

- Sirius-based Global Youth Festival
- Forsazh International Forum for Young Power Engineers and Industrialists
- Case in Championship
- Youth Day of the Russian Energy Week
- Youth Day of the Petersburg International Economic Forum



LABOR PROTECTION AND INDUSTRIAL SAFETY

The Company's labor protection management system functions in line with the PAO Rosseti's Regulations on the System Managing Labor Protection³² and PAO Rosseti Ural's Regulations on the System Managing Labor Protection³³, regulating provision of safe labor conditions on all stages of production process, creation of conditions preventing the injury risks. The Regulations also stipulates the evaluation of the system and remedial action procedures that help enhance the efficiency of labor protection activities. In 2023, the Company conducted identification of dangers and evaluation of risks of every work place in line with the Methodology³⁴. Hazards with an "unacceptable" risk level have not been identified. In 2024, the Company reviewed identification of dangers and evaluation of risks of workplaces where accidents occurred due to employees' faults.

Key types of industrial injuries in 2022-2024 are: effect of electric current (3 cases), road accidents (5 cases), fall from height (1 case), elevation difference falls (1 case), falling on the surface of one level as a result of slipping, faltering or stumbling (1 case), accidentally hitting objects (1 case). In 2024, the rate of industrial injuries decreased by 40% compared to 2023 (5 cases in 2023 and 3 in 2024). In 2024, 3 employees were injured (2 heavy injuries and 1 minor injury). Key factors of industrial injuries through an employee's fault in 2024 were: unsatisfactory organization of work, as well as carelessness. Occupational diseases of workers not established.

Indicator	2022	2023	2024	2024/2023, %
Labor protection expenses, RUB million	451,0	680,0	701,5	+3.2%
Industrial injuries (employees)				
Number of persons injured in fatal accidents / number of fatal incidents, pers./case	3/3*	1/1	0/0	-100%
Number of persons with heavy injuries / number of heavy injuriesm pers./case	1/1*	0/0	2/2	+200%
Industrial injuries (persons who are not employees but their work or workplace is controlled by the Company)				
Number of persons injured in fatal accidents / number of fatal incidents, pers./case	0	0	0	-
Number of persons with heavy injuries / number of heavy injuries, pers./case	0	0	0	-
Work-related deceases and works associated with increased danger (employees)				
Number of work-related deceases ended in employee's death, cases	0	0	0	-
Number of employees recognized as disabled as a result of work-related decease, pers.	0	0	0	-
Number of persons with registered work-related decease, pers.	0	0	0	-

* In 2022, there were 3 fatal injuries, incl. one group accident with 2 injured, 1 fatal injury and 1 heavy injury