

YOUTH POLICY

The Company's youth policy covers the activities within the three key areas:

- early career guidance of schoolchildren;
- practice-oriented training of personnel in educational organizations of secondary vocational and higher education;
- development of young specialists – employees of the Company.

To foster talented schoolchildren, the Company annually orchestrates the All-Russian Olympiad of Schoolchildren at Rosseti's Group of Companies. In 2020, it accommodated more than 70 students of the 9th and 10th grades. Seven schoolchildren who became winners and awardees of the Olympiad took part in the energy-related project session of Rosseti's Group of Companies housed by the Orlenok all-Russian children's center.

The career guidance work with schoolchildren is aimed at familiarizing and encouraging the younger generation to enter the profession; it involves a set of annual events, such as the Open Day and introductory excursions to the facilities of the Company's branches, as well thematic lessons

in schools conducted by the corporate staff. The total number of sponsored schoolchildren participating in career guidance projects of Rosseti Kuban amounted to more than 140 people in 2020, and this figure did not decrease compared to the same periods in 2018 and 2019.

The Company's partner universities include the Kuban State Agrarian University, the Kuban State Technological University, and the Platov South Russian State Polytechnic University. The Company signed 30 cooperation agreements with universities and colleges located within its footprint. The key areas of cooperation include targeted training, practice-oriented training, career guidance, management of student energy teams.

As of 31 December 2020, 26 students were enrolled in specialized universities under targeted training agreements with the Company. The focus areas of targeted training include Electric Power and Electrical Engineering, Information Systems and Technologies.

Student employed at the Company's facilities

| Indicator | 2018 | 2019 | 2020 |
|---|------|------|------|
| Students who completed the internship | 824 | 813 | 701 |
| Students who worked in student energy teams | 73 | 94 | 68 |

Employment at the Company's facilities began with the apprenticeship for a job in the Institute. The branches of the Company organized the hands-on training, where students were given assignments related to assembling power transmission poles, laying power cables, installing equipment, taking meter readings, clearing right-of-ways. The working season ended with an independent assessment of qualifications at the Institute. Following the professional examination, 61 students confirmed their professional qualifications in the following areas of training: II Category Electrician for Substation Maintenance, Electrician for Repair and Installation of Cable Lines, II Category Electrician for Repair of Overhead Power Transmission Lines.

THE 2020 LABOR SEASON INVOLVED 68 PEOPLE AS PART OF FIVE STUDENT ENERGY TEAMS.