



SUSTAINABILITY REPORT 2022





Nature is the primordial force on our planet, source of life and development. Ancient philosophers identified four main natural elements, four elements: fire, water, air and earth, each of which has its derivatives: tree, wind, energy, metal... Inseparable connection with each other allows them to transform, making new forms. Tandem of man and the elements, forming a single system, contributes to the development of society and conservation of nature.

Earth is a source of vital natural resources and minerals, including gas, which in synergy with fire gives rise to energy. Employees of PJSC «OGK-2» are participating in a unified process to ensure smooth operation of the Company power facilities. Using the most environmentally friendly type of fuel, introducing eco-technologies and modern equipment, we take care of nature, its main elements – air, earth and water.

For a beneficial effect on the environment and biodiversity conservation Company employees contribute to the maintenance of the environmental balance. They are engaged in landscaping and gardening, planting trees and plants.

In order to respect the element of water in its work, the Company uses modern cleaning mechanisms, as well as annually conducts replenishment of bioresources in the course of actions for stocking of reservoirs in the regions of presence.

Environmental challenges which the Company is facing and tackling today, adoption of active measures to conserve nature and its resources are essential to improve life of current and future generations. We contribute today and together we will achieve more!

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## Address by the Governance of OGK-2, PJSC

[GRI 2-22]

### Dear shareholders,

The Board of Directors of OGK-2, PJSC laid emphasis on sustainable development as one of priority areas. Of course, one of the most important components here is environment protection agenda. For several years, the Company has regularly held stable and high ranks in various openness ratings relating to environmental responsibility of electric and heat generating companies. This is a certain result that reflects social and corporate responsibility and demonstrates the Company's awareness in the use of natural resources.

We have significantly improved our environmental performance indicators. For the accounting period, a decrease in greenhouse gas emissions by more than 10% was reported. Protection of water bodies and compensatory policies are also another key area of focus. Thus, power engineers of Pskov State District Power Plant released pike-perch fry into the reservoir on the Shelon River to replenish biological resources. And employees of the Novocherkassk State District Power Plant stocked the Don river with more than 226,000 sterlet fry, listed in the Red Book of the International Union for Conservation of Nature and Natural Resources. In addition, in the reporting period, the personnel team of OGK-2, PJSC initiated and carried out more than 40 community work days, the total area of the cleared territory amounted to around 212 hectares. In addition, personnel in the regions of presence regularly conduct educational eco-lessons for schoolchildren and students, support federal environmental projects and campaigns, and initiate their own ones. And it is important that every employee of our Company contributes to the formation of an environmental culture.

Kirishi SDPP, Surgut SDPP-1 and Novocherkassk SDPP take part in the CCTMod modernization program. In Kirishi, we have already completed the first of the three modernization stages. In Surgut, in the next few years, a complete modernization of four power units will be carried out with the replacement of the main and auxiliary equipment, including turbine generators.

New capacities of domestic production will have higher indicators of efficiency and reliability in operation. In Novocherkassk, construction of two new power units with a capacity of 165 MW and 324 MW, operating on natural gas, i.e. the cleanest environmental fuel, is scheduled. The project is aimed at diversifying production and improving environmental performance in Novocherkassk and Rostov region.

2022 at OGK-2, PJSC was marked by real labor achievements. Stavropol SDPP generated 500 billion kilowatt-hours of electricity, and Surgut SDPP-1 generated one trillion kilowatt-hours! The power facility became the second in the country among thermal power plants that reached such a high figure. This production result was a real present devoted to the 50th anniversary of the Surgut power plant. As part of the festive events, the Russian Post issued 300,000 envelopes with the image of Surgut SDPP-1. This year Adler TPP also celebrated the round-number anniversary. In honor of the 10th anniversary of commissioning, employees of OGK-2, PJSC planted an olive Alley of Power Engineers in the Ornithological Park of Sochi.

The Company implements a program of charitable activities. In 2022, funding was directed to educational, sports and medical institutions in the Leningrad, Sverdlovsk, Chelyabinsk, Vologda, Rostov and Ryazan regions. Special attention has traditionally been paid to organizations that support children with disabilities and children left without parental care. In addition, a number of inclusive events aimed at the creative and educational integration of children were implemented at the initiative of the Company's Young Professionals Board.

For many years, the Company has been successfully operating the Council of Young Professionals Board, which includes hundreds of talented, promising and involved young employees. They can rightfully be called the future of the energy industry, so special attention

is paid to the development of their creative, business and professional competencies. Corporate training and development programs are regularly held in the Company: The School of TRIZ: Technology for Dealing with Inventive, Managerial and Production Issues, the Young Professionals' School and the Mentor School. Also in 2022, the second Youth Forum of OGK-2, PJSC was held in the Leningrad Region, where the company's active members attended a comprehensive seminar on teamwork and project governance. As a result, they presented five unique programs aimed at vocational guidance, attraction and adaptation of young professionals.

The Company's employees annually participate in professional skill competitions at the level of Gazprom Energoholding, LLC. In 2022, our colleagues took second place in the individual standings of the «Best

Ecologist» Competition, won three silvers and gold at the Maintenance Personnel Professional Skill Competition, and Ryazan SDPP team became the winner of the Operational Personnel Competition.

The Company's success in the field of sustainable development is the labor victories of each of its employees. It can be said with confidence that the employees of our Company are capable of solving any problems. Our team is the main pride, value and achievement of OGK-2, JSC! Our target is efficient and uninterrupted production of electrical and thermal energy, preserving nature for the prosperous future of every person, industry and the whole country!

# 1. About the Report

[GRI 2-3]

OGK-2, PJSC (hereinafter referred to as OGK-2, the Company) presents the Sustainability Report for 2022 (hereinafter referred to as the Report). The report provides information on the Company's activities in the field of human rights observance, reduction of adverse environmental impact, interaction with stakeholders, labor protection and industrial safety governance. The report reflects the Company's approach to responsible

business conduct: to respond to the challenges of the global and national agenda in accordance with the UN Sustainable Development Goals (hereinafter referred to as the SDGs) and in act the interests of all stakeholders involved.

## 1.1 PREPARATION, SCOPE AND LIMITS OF THE REPORT

Report preparation and compilation standards	- GRI Standards; - The UN Sustainable Development Goals to which the Company is committed
Disclosure level	With reference, the GRI Content Index is given in Appendix 1
Reporting cycle	1 year
Coverage of information disclosure	OGK-2, PJSC
Information disclosure period	- Calendar year 2022
Information sources	- Governance and accounting (financial) reporting; - Data obtained within the framework of interaction with the Company's core business units

The Report is the second Sustainability Report issued by the Company. It includes a description and performance results of OGK-2 for the period from January 1 to December 31, 2022. When preparing the Report, the GRI Standards (The Global Reporting Initiative Standards) and Guidelines for Sustainability Reporting were used as main standards. Numbers and types of indicators are displayed directly in the text of the Report and are followed by additional comments, where necessary.

We publish non-financial reports on the Company's activities, addressing it to a wide range of the interested parties, stakeholders, striving to provide

a balanced presentation of material information that meets the interests of each group. We strive to continuously improve the quality of information disclosure.

In this Report, Gazprom Energoholding LLC, MOSENERGO, TGC-1, OGK-2 JSC and MOEK PJSC are referred to as Gazprom Energoholding, Mosenergo, TGC-1, OGK-2 and MOEK respectively. Together Gazprom Energoholding, Mosenergo, TGC-1, OGK-2 and MOEK are referred to as Gazprom Energoholding Group's companies, Gazprom Energoholding Group or the Group's companies.

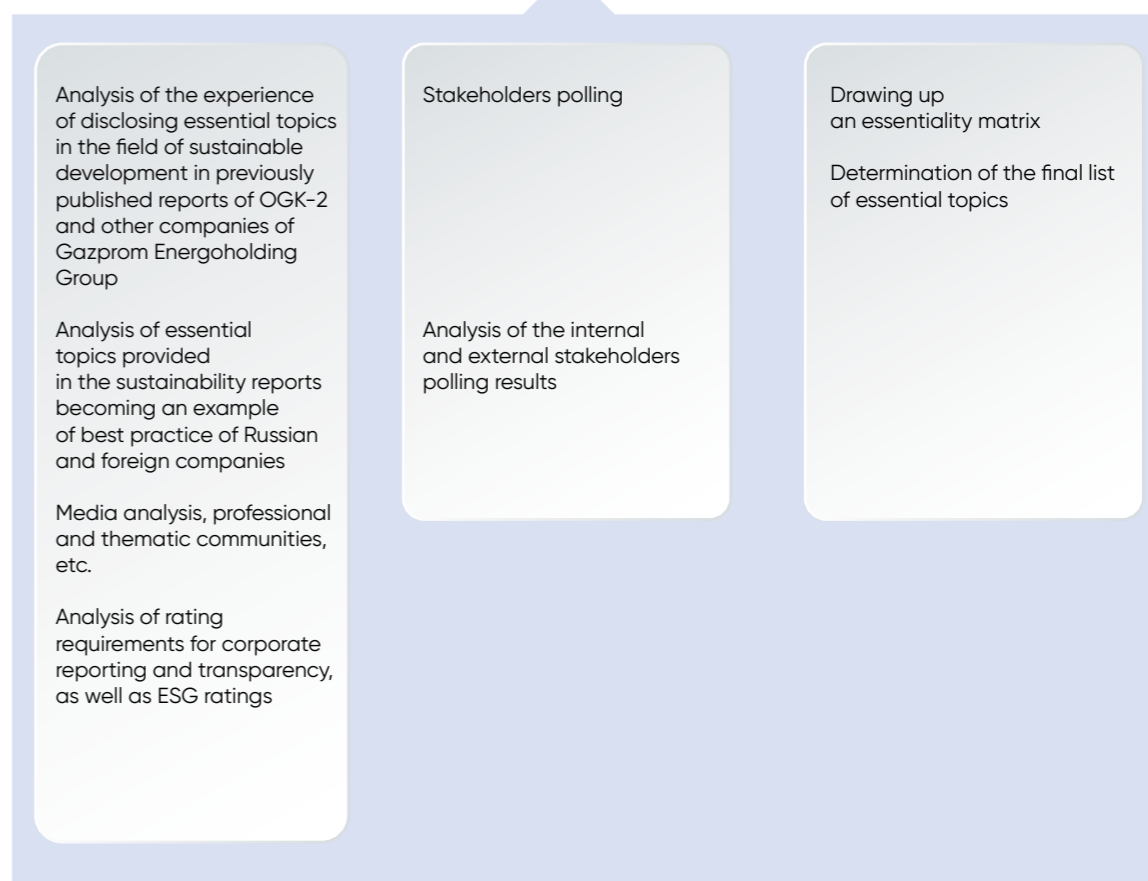
## 1.2 IDENTIFYING SIGNIFICANT TOPICS

[GRI 2-4 • 3-1 • 3-2 • 3-3]

The Company regularly assesses essential topics related to the aspects of sustainable development. In 2022, an assessment was conducted with a revised and

in-depth analysis. The analysis consisted of the following steps:

### Determination of essential topics



The polling of OGK-2 stakeholders was conducted on the official website of the Company:

<https://ogk2.ru/anketa-zainteresovannykh-storon-pao-ogk-2-dlya-sostavleniya-rangovoy-karty-zainteresovannykh-storon/>

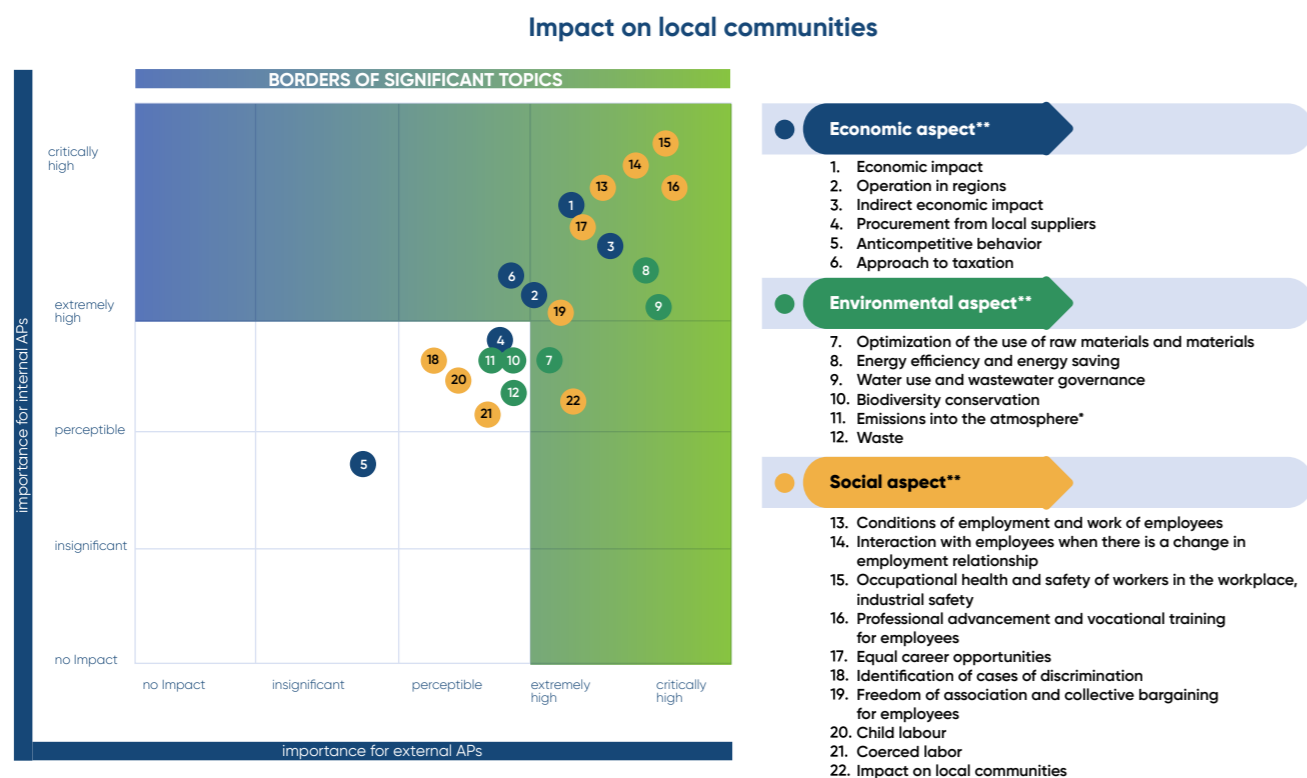


### ESSENTIALITY MATRIX

[GRI 3-2]

Based on the results of polling of internal and external stakeholders to find out which of the 22 topics related to the economic (blue), environmental (green) and

social (orange) spheres were important for them, an essentiality matrix was compiled.



\* Based on the polling results, topic 11 "Emissions into the atmosphere" was recognized as insignificant, however, the Working Group of the Company decided to further disclose this topic.

\*\* Aspects: economic, environmental and social.

### 1.3 Changes in Topic Essentiality

[GRI 3-2]

Compared to 2021, the importance of topics was rated higher by respondents, many topics (generally related to social aspects) were found as extremely important by both, internal and external respondents, while no such topics were identified last year, and the vast majority of topics fell on the spectrum from non-essential to tangible. The rating of non-competitive behavior has drastically decreased, this time this topic was considered insignificant by both external and internal respondents. The most important were social topics, especially labor protection, conditions of employment, interaction with workers, professional development and training, which is in line with the

current trend of growing importance of this aspect in the field of governance based on the principles of sustainable development.

### 1.4 Report preparation principles

[GRI 3-1]

This Report was prepared complying with the principles of the GRI standard, which, in our opinion, will allow describing our activities as fully and correctly as

possible from the standpoint of sustainable development.

Context of sustainable development	Our strategic objective is to ensure stable profit growth while maintaining high reliability of energy supplies to all consumers. The Company approved the Action Plan of OGK-2, PJSC in the field of sustainable development and the Policy of OGK-2, PJSC in the field of sustainable development.
Completeness	The Report reveals how the Company's activities impacted society, environment and the economy in 2022.
Accuracy	The indicators given in the Report have been checked by the Company's responsible divisions for accuracy and correctness of calculations.
Clarity	When presenting the Report's data, we tried to avoid an excessively formal style. The data are presented using illustrative visualization tools. The Report is aimed at different categories of stakeholders: from industry professionals to private consumers of heat and electricity.
Timeliness	This Report covers the activities of the Company in the context of sustainable development in the past 2022.
Consistency	As a rule, indicators are presented in comparison with 2021, and in many cases data for 2020 are also provided. If necessary, significant changes are commented accordingly.
Proportionality	The Report objectively describes both positive (for example, achievement of set goals) and negative (for example, injuries) results of the Company's activities in 2022.
Verifiability	The Company's activities in the field of sustainable development are based on a set of documented processes. Relevant documents are indicated in the text of the Report. The data presented in the Report has been verified by the responsible departments of the Company.

### 1.5 Contacts

Area	Contact person	E-mail	Telephone
Interaction with shareholders and investors, sustainable development	<b>Elena Nikolaevna Egorova,</b> Head of the Department of Corporate and Property Relations	EgorovaEN@ogk2.ru	+7(812) 646-13-64
	<b>Natalia Olegovna Grisel,</b> Head of Corporate Governance Department	Grisel.Natalya@ogk2.ru	+7(812) 646-13-64
Interaction with mass-media	<b>Vadim Evgenievich Tikhonov,</b> Media Relations Officer	Tikhonov.Vadim@ogk2.ru	+7(812) 646-13-84

## ▲ 2. ABOUT THE COMPANY

[GRI 2-1 • 2-2 • 2-6]

### 2.1 Overview

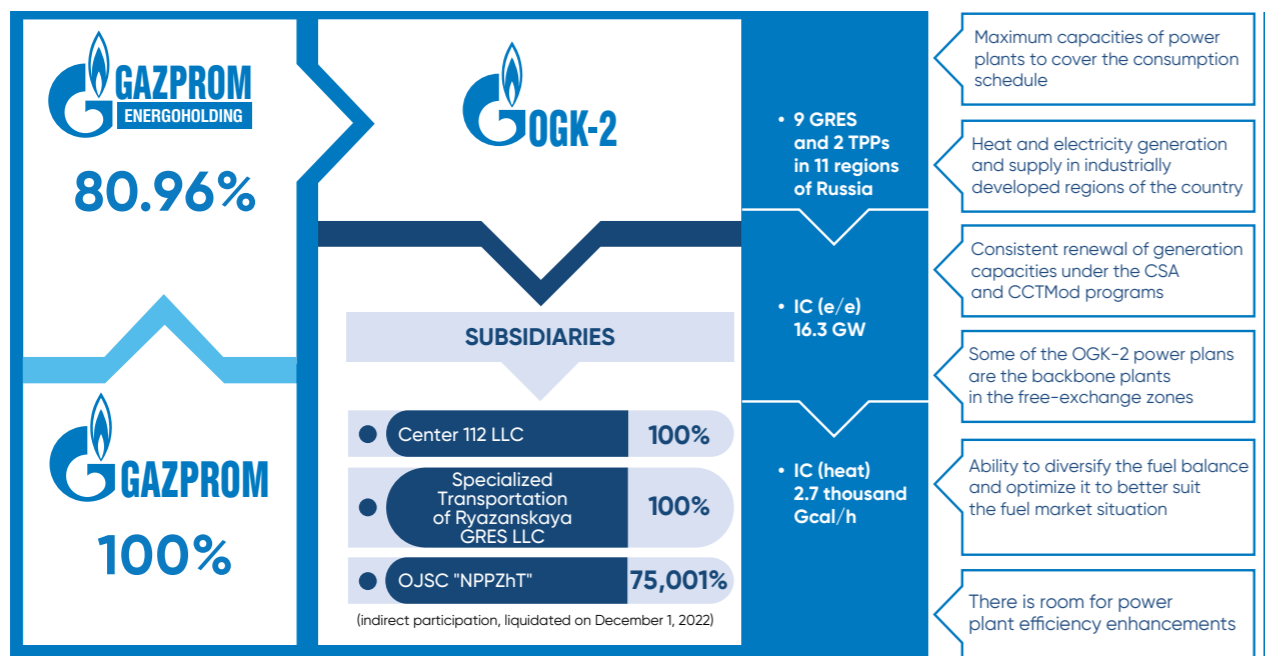
Full company name - Public Joint Stock Company «Second Generating Company of the Wholesale Electricity Market», short company name - OGK-2, PJSC (hereinafter also referred to as OGK-2, the Company, the Society). Gazprom Energoholding LLC (100% subsidiary of Gazprom PJSC) is the controlling shareholder of OGK-2. Our company was established on March 9, 2005. Further, in the course of the reform of the Russian electric power industry, by the end of 2009 Gazprom Energoholding LLC consolidated the controlling stake in the Company.

The company is registered: 356128, Russian Federation, Stavropol Territory, Izobilnensky District, Solnechnodolsk village

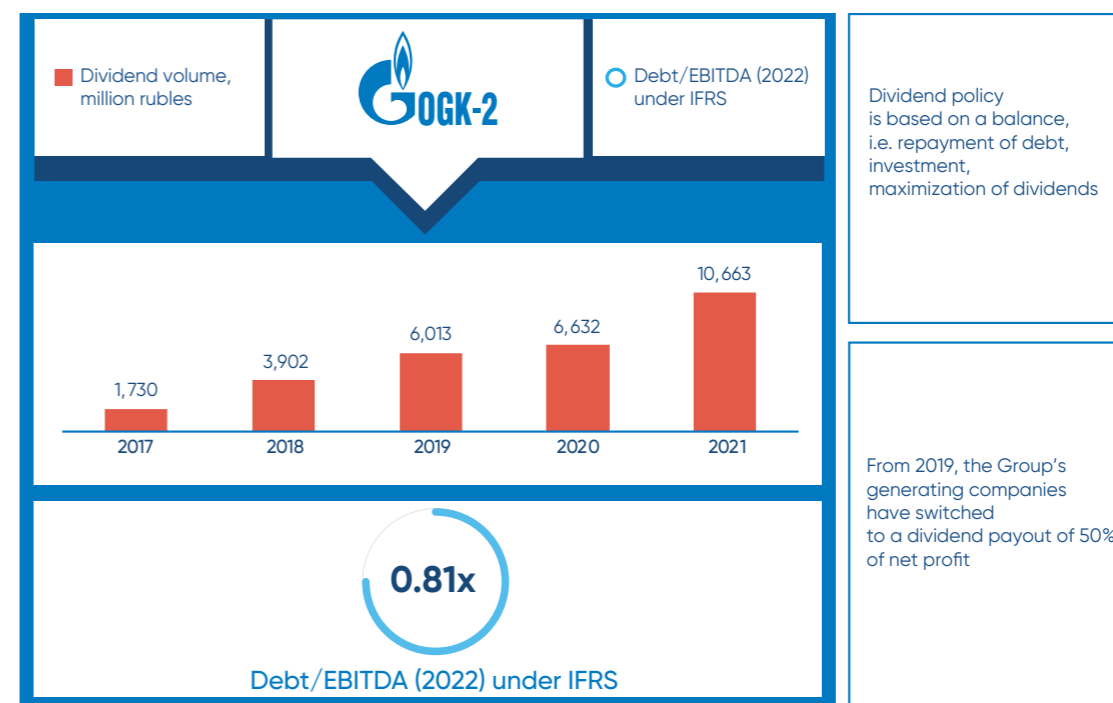
In fact, the majority of the Company's employees (excluding branches and subsidiaries) work in St. Petersburg: 196605, St. Petersburg, 66 Peterburgskoye chaussée, bldg 1, lit. A.

**OGK-2, PJSC is the largest Russian thermal generation company with an installed electric capacity of 16,3 GW and an annual revenue of about 143 billion rubles.**

The principal operations of OGK-2, PJSC are production and sales of electric (capacity) and thermal power. The main sales market is the wholesale electric power (capacity) market. As part of this activity, OGK-2 ensures operation of power equipment in accordance with applicable regulations, conducts timely and high-quality repairs, technical re-equipment and reconstruction of power facilities.

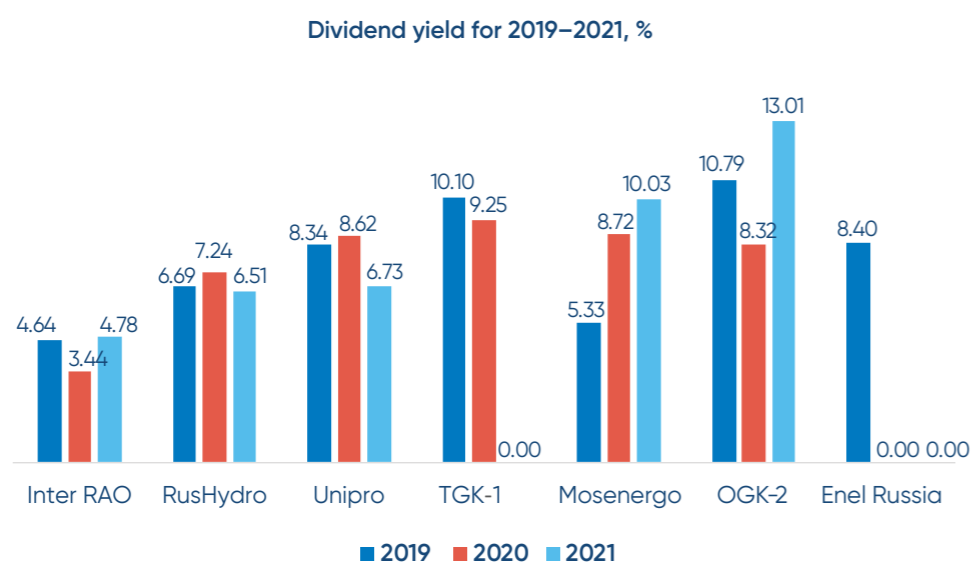


Dividends: retrospective / debt burden



2.1.1 INVESTMENT ATTRACTIVENESS

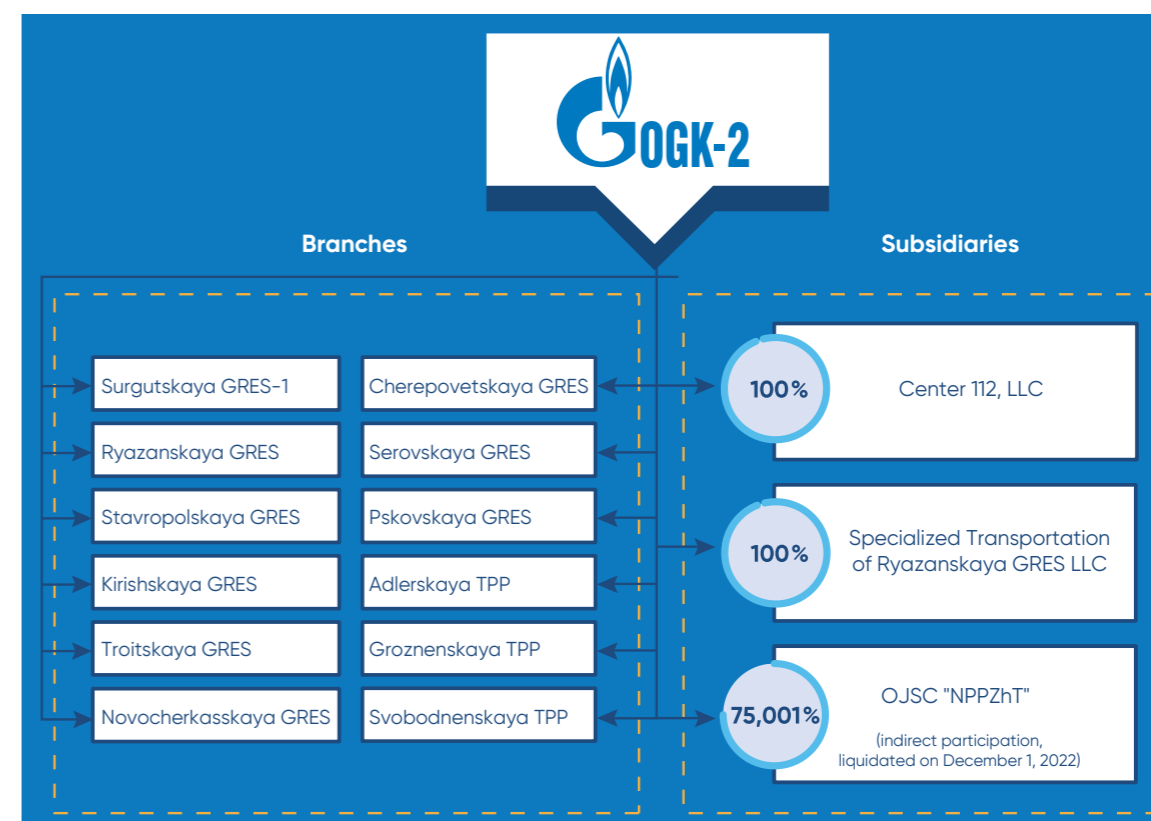
Capitalization as of December 31, 2022 is **60.8 billion rubles.**<sup>1</sup>



Source: <https://www.moex.com/ru/listing/dividend-yield.aspx>

2.1.2 CORPORATE STRUCTURE

[GRI 2-2]



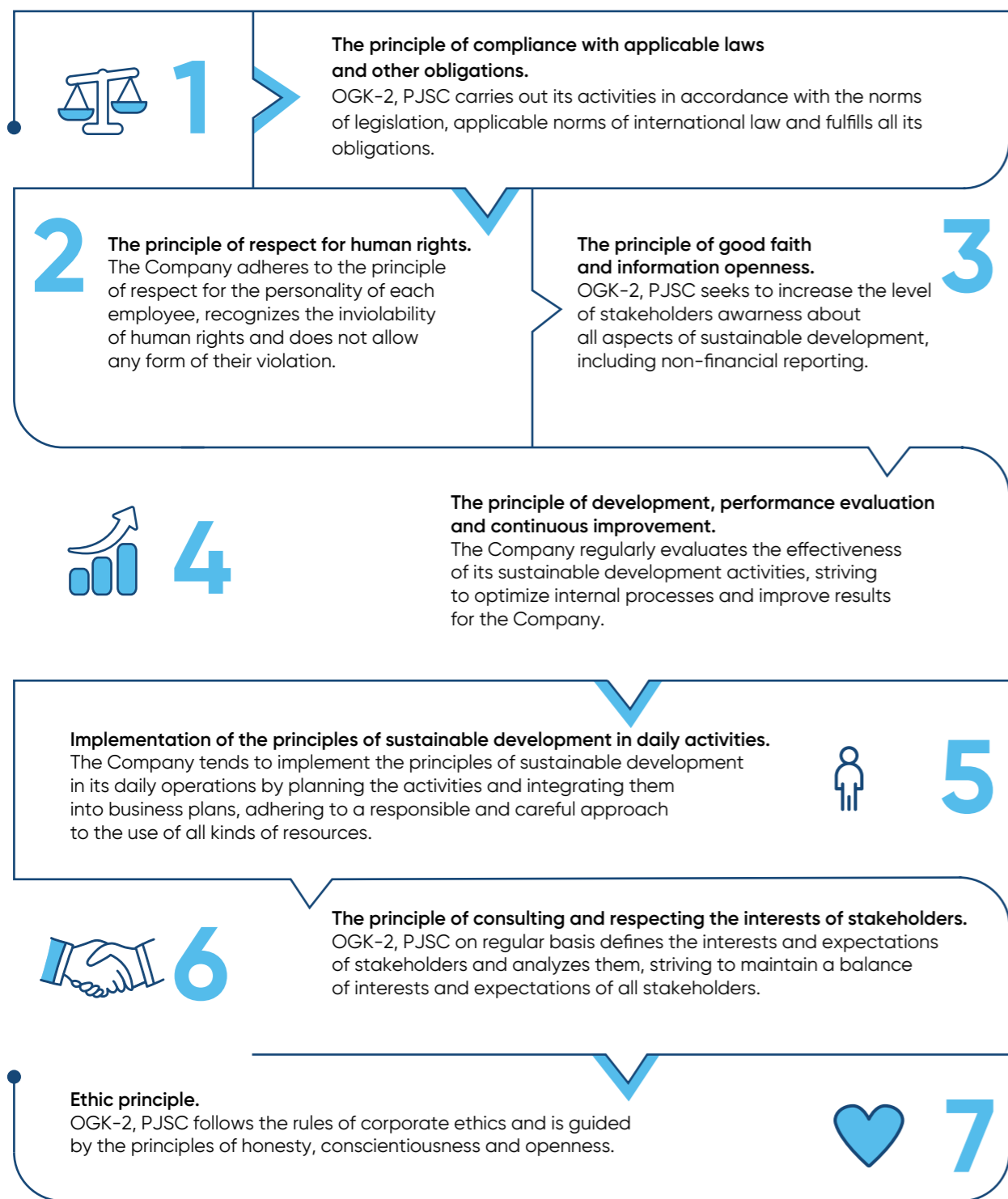
<sup>1</sup> Source: <https://www.moex.com/a8313>



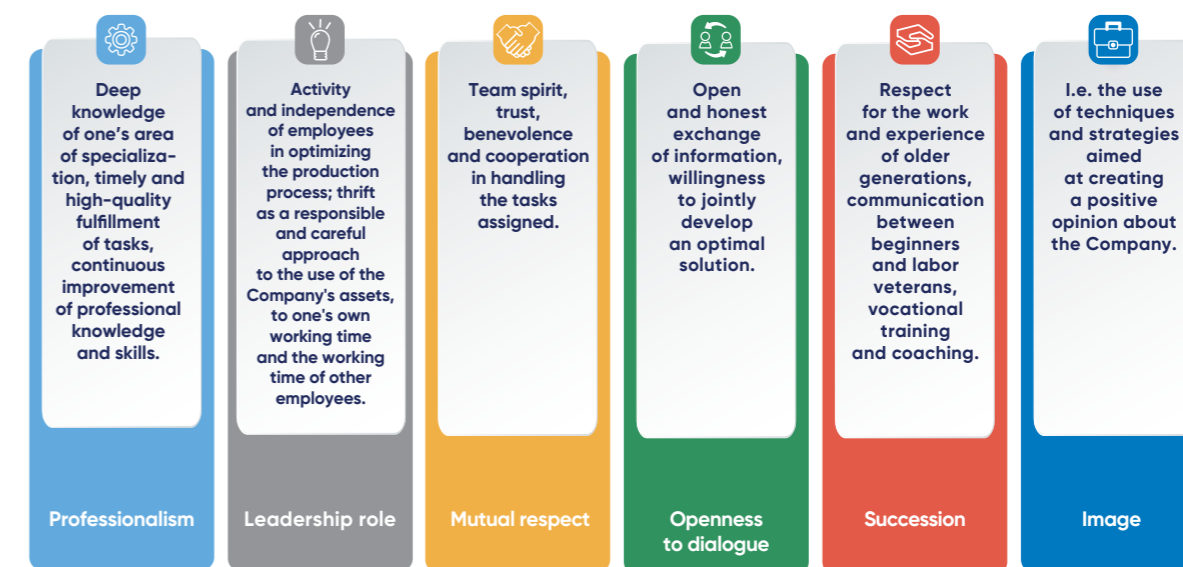
### 2.1.3 OUR PRINCIPLES AND VALUABLES

[GRI 2-23]

In its sustainable development activities, the Company adheres to the following principles:



### The Company 's corporate values are:



**We are constantly improving our approaches and developing, following the best Russian and international practices.**

## 2.2 Our history and highlights of the year

### 2.2.1 HISTORY

2005	Open Joint Stock Company Second Generating Company of the Wholesale Electricity Market (OGK-2, OJSC) was registered in Izobilny town (Stavropol Territory) in March 2005.
2006	In September 2006, the power station plants ceased their activities as legal entities and became part of OGK-2, JSC as branches.
2007	In October 2007, the placement of additional shares of OGK-2, JSC among an unlimited number of investors (IPO) was completed.
2008	In July 2008, the Company was reorganized through the merge of OGK-2 Holding and OGK-2, JSC (the final stage of the reorganization of UES of Russia JSC). As a result of the reorganization, the shareholders of RAO UES of Russia became the shareholders of OGK-2, JSC.
2011	In June 2011, the Annual General Meetings of Shareholders of OGK-2, JSC and OGK-6, JSC took place, where it was decided to reorganize the Companies by merging OGK-6 with OGK-2.  In November 2011, as a result of the reorganization, the largest Russian thermal generating company OGK-2, JSC was founded with 11 branches.

<b>2013</b>	In January 2013, a new station of the Company, the Adler TPP, was put into operation, the most modern power generation facility in Sochi.
<b>2018</b>	December 2018 – June 2019: Commissioning of two new power units at Groznyi TPP.
<b>2019</b>	In February 2019, the Board of Directors of OGK-2, PJSC decided to establish a branch of OGK-2, PJSC – Svobodnensk TPP.  In September, obsolete heat-generating equipment at Serov SDPP was decommissioned.
<b>2020</b>	In January 2020, OGK-2, PJSC and Yenisei TGC, JSC, a subsidiary of Siberian Generating Company (part of the SUEK group), entered into an agreement on the sale of Krasnoyarsk SDPP-2. The total transaction value was 10 billion rubles (excluding VAT). It included movable and immovable property of the Krasnoyarsk SDPP-2, coal reserves, spare parts, other material stock and technical resources.

**2.2.2 MAJOR EVENTS OF THE YEAR**

<b>February.</b> OGK-2 received certificates of conformity for its Quality Governance System.	<b>May.</b> At Novocherkassk SDPP, the overhaul of the power unit has been completed.	<b>June.</b> 50% of net profit under RAS are dividend payments for 2021. The Company allocated 10,663 million rubles for the payment of dividends. (0.0965536029864 rubles per ordinary share).
<b>August.</b> At Novocherkassk SDPP, the overhaul of a power unit has been completed.	<b>October.</b> The required capacity of CSA No.4 (CCGT-180) facility of the branch of OGK-2, PJSC – Adler TPP, was provided. OGK-2 employees won two prizes at the 11th Competition for young specialists and innovators from Gazprom Energoholding LLC.	<b>November.</b> Decommissioning Acts for TG-1, TG-3 (170 MW) of Troitsk SDPP, a branch of OGK-2, were signed.
<b>November.</b> Rating agency AK&M included OGK-2, PJSC in the rating of companies with the highest level of information transparency concerning reported sustainable development (top 17 companies, scoring 80.6 points).	<b>December.</b> The required capacity of CSA No.5 (CCGT-180) facility of the branch of OGK-2, PJSC – Adler TPP, was provided.	<b>December.</b> Kirish SDPP became the winner of the 'Business, Developing Region' contest late 2022 among large businesses in 'Digital Transformation of Business' nomination.

**2.2.3 RATINGS AND AWARDS**

**The AK&M rating agency assigned the highest level of transparency of sustainable development data reported by the Company.**

**Three second and one first places were won by the OGK-2 representative team at the Professional Skills Competition for Gazprom Energoholding's repair personnel.**

**Two projects of Kirishskaya GRES were included in the best works of the corporate competition of public relations and corporate media services of subsidiaries and organizations of Gazprom, PJSC.**

**Kirish SDPP became the winner of the 'Business, Developing Region' contest late 2022 among large businesses in 'Digital Transformation of Business' nomination.**

## 2.3 Key results in 2022

[GRI 2-6]

# E

### ENVIRONMENTAL ASPECTS OF ACTIVITY

**364.0** tn  
Waste generation  
(-68,2% against 2021)

**65** thousand tn  
Gross emission  
of harmful substances  
into the atmosphere  
air  
(-8% against 2021)

**414** RUB million  
Current environmental  
protection costs  
(+3,2% against 2021)

**27,421**  
thous. tons  
of CO<sub>2</sub>-eq./mln kWh  
Emissions  
of greenhouse gases  
into the atmosphere  
(-10,7% against 2021)

# S

### SOCIAL ASPECTS OF ACTIVITY

**7,787** rubles  
Average training costs  
per employee, rubles  
(+22,7% against 2021)

**6.1%**  
Staff turnover  
(-1,5 pp against 2021)

**6,796** people  
Average number of employees,  
persons\*  
(-3,1% against 2021)

# G

### CORPORATE GOVERNANCE INDICATORS

**9.1%**  
Share of women in the Board of Directors  
(unchanged for 2021)

One meeting of the Steering Committee for Sustainable Development of Gazprom Energoholding Group companies was held

No cases of corruption violations were detected, as in 2021

### PRODUCTION AND FINANCIAL INDICATORS

**48,530**  
million kWh  
Power generation  
(-2,6% against 2021)

**45,607.9**  
million kWh  
Net electric power supply  
(-2,3% against 2021)

**326.7** g/kWh  
SRFC for electric  
power supply  
(-2,0% against 2021)

**142,921** RUB million  
Revenue under RAS  
(+1,2% against 2021)

**12,094** RUB million  
Net profit under RAS  
(-43,3% against 2021)

**5,181** thousand Gcal  
Thermal energy  
generations  
(-2,2% against 2021)

**4,974** thousand Gcal  
Useful Output  
of Heat Energy  
(-3,9% against 2021)

**166,0** kg/Gcal  
SRFC for thermal  
energy supply  
(unchanged for 2021)

**38,402** RUB million  
EBITDA  
(-5,7% against 2021)

**26.9%**  
EBITDA profitability  
(-2,0 pp against 2021)

## 2.4 Business model<sup>2, 3</sup>

	2021	2022	Δ, %
<b>RESOURCES</b>			
Number of employees, persons	7,027	6,806	-3%
Fuel consumption, mln tons of standard fuel:	16.59:	15.91:	-4%:
Gas	13.50	14.58	+8%
Coal	3.06	1.32	-57%
Fuel oil, diesel and other	0.03	0.01	-67%
Water consumption, million m <sup>3</sup>	2,723.9	2,469.3	-9%
<b>OUR ASSETS</b>			
Installed electric capacity, MW	16,497	16,327	-1%
Installed heat capacity, Gcal/h	2,788	2,694	-3%
Fixed assets value, billion rubles	139.4	127.9	-8%
<b>PRODUCTION</b>			
Electricity output, million kWh	49,830	48,530	-2.6%
Heat supply from collectors, thousand Gcal	5,295	5,181	-2.2%
Electricity sold, million kWh	53,002	50,925	-3.9%
Power sales, MW	13,236	15,178	+14.7%
ΠNet supply of thermal energy, thousand Gcal	5,071	4,974	-1.9%

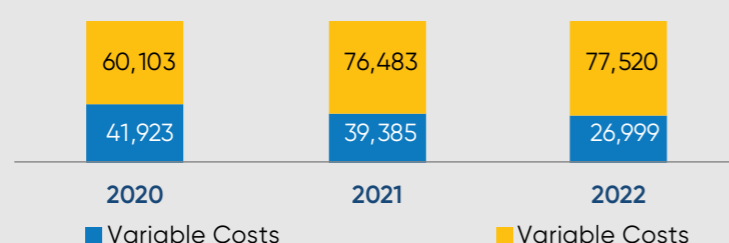
### COMPETITIVE ADVANTAGES

- Diversifying and optimizing the fuel balance for it to better suit the fuel market situation;
- Rational use of energy and other natural resources (including increasing the share of generation by economic CCGT units);
- High and constantly improving level of staff qualifications;
- Building and maintaining an "employer of choice" status in the eyes of employees, motivating them to work long and efficiently;
- Synergies from the interaction with the Gazprom Group.

- One of Russia's largest thermal power generating companies, with 11 power plants spread across the Russian Federation;
- Reliable, accident-free and efficient operation of power plants, increasing operational efficiency and capitalization of assets through renewal of fixed assets and decommissioning of inefficient capacities;
- Consistent renewal of generation capacities under the CCTMod program;
- Technical and technological capabilities of electric power plant equipment to provide system reliability services, as well as the availability of stations with operating modes for various types of fuel.

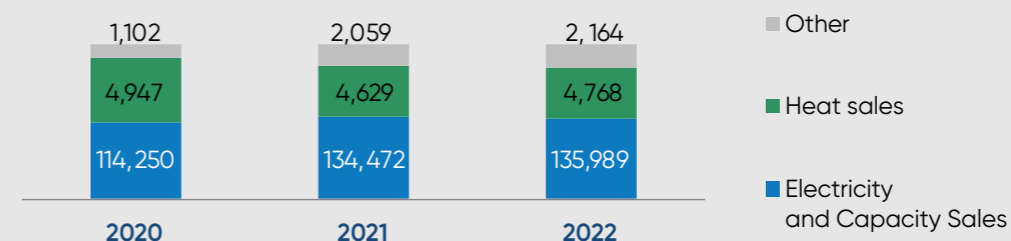
- Each power plant has specific operating conditions and regional advantages: some are suppliers of electricity and capacity to industrial companies in rapidly growing regions, while others play the role of city-forming enterprises and focus on heat and power supply to residential areas;
- Availability of a range of generating equipment that features a high degree of relevance (thus ensuring reliable electric power supply), has a wide power control range, and high-speed load setting and resetting, which maximizes the capacity of these electric power plants and improves adherence to the consumption schedule;
- Ability to diversify the fuel balance and optimize it to better suit the fuel market situation.

Cost structure, million rubles



EBITDA FORMED

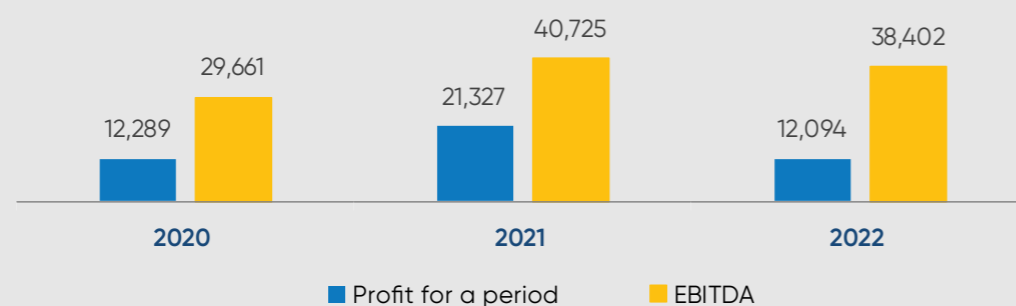
Income structure, million rubles



**EBITDA FOR 2022 IS 38,402 MILLION RUBLES (DECREASE COMPARED TO 2021 BY 5.7%)**

### RECEIVE AND SHARE INCOME

Profit for the period, EBITDA million rubles



### Priority development areas

- Building the optimal structure of production facilities;
- Cost optimization and efficiency improvements to adapt to changing market conditions;
- Ensuring sustainable development and corporate social responsibility;
- Increasing the level of safety and reliability of production.

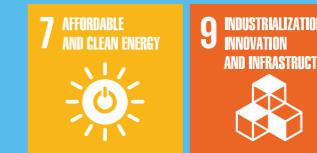
<sup>2</sup> The number of personnel is indicated taking into account external part-time workers.  
<sup>3</sup> Financial results are based upon RAS data.

**GENERATION OF STAKEHOLDER VALUE FOR 2022, MILLION RUBLES**

For consumers of heat, electricity and capacity:

- Reduced number of power outages
- Reduced number of heat supply interruptions
- Reduction of greenhouse gas emissions, CO2-eq.

No interruptions occurred  
 No interruptions occurred  
 -3,302 thousand tons: A noticeable reduction in emissions is associated with a significant change in the fuel balance of Novocherkasskaya GRES towards replacing coal with gas.



For shareholders and investors:

- Dividends at the end of 2021
- Capitalization change 2022/2021

10,663 million rubles  
 - 9.0 billion rubles



For the state:

- Taxes (amount paid during 2022)
- Cooperation with the executive authorities of the constituent entities of the Russian Federation in planning and implementing regional territorial development programs

17,662 million rubles



For employees:

- Salaries and other employee payments and benefits
- Occupational health and safety
- Training and retraining

6,111 million rubles  
 436 million rubles  
 54 million rubles



For creditors:

- Credit rating at the end of 2022
- Expert RA JSC

ruAAA (RU) (Stable outlook)



For local communities and environmental organizations:

- Charity
- Environmental protection and raising energy efficiency
- Ensuring industrial safety
- Compliance with international standards

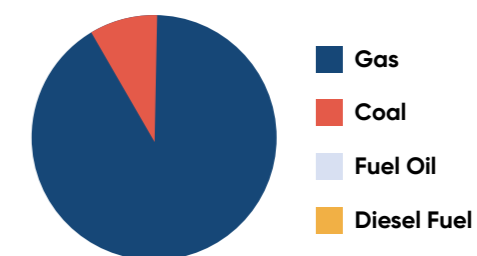
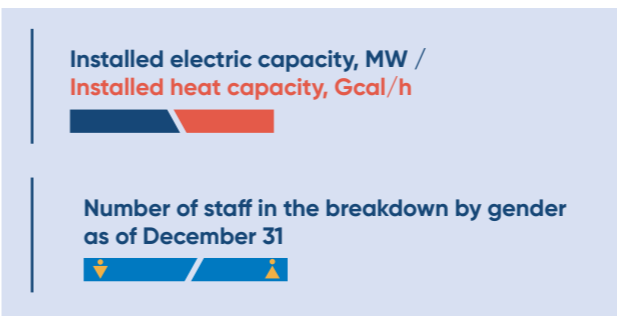
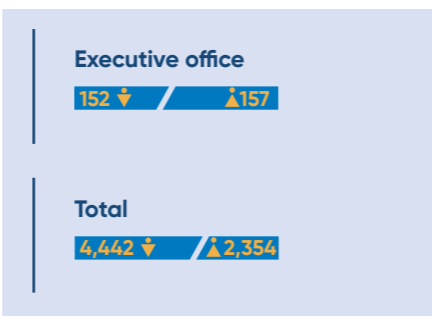
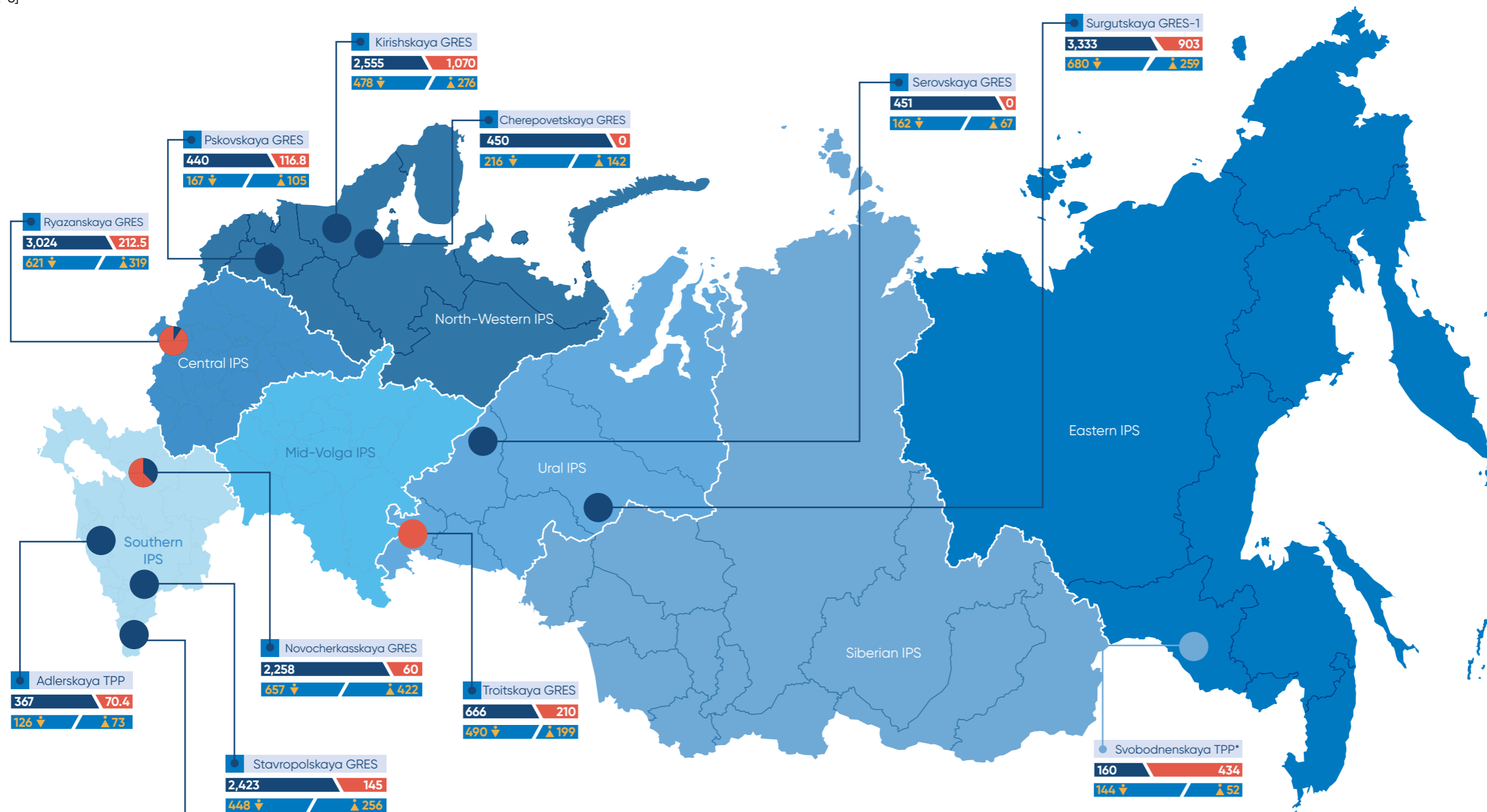
5 million rubles  
 571 million rubles  
 37 million rubles  
 ISO 9001:2015, ISO 50001:2018



**CONTRIBUTION TO ACHIEVEMENT OF THE UN SUSTAINABLE DEVELOPMENT GOALS**

## 2.5 Geographical reach<sup>4</sup>

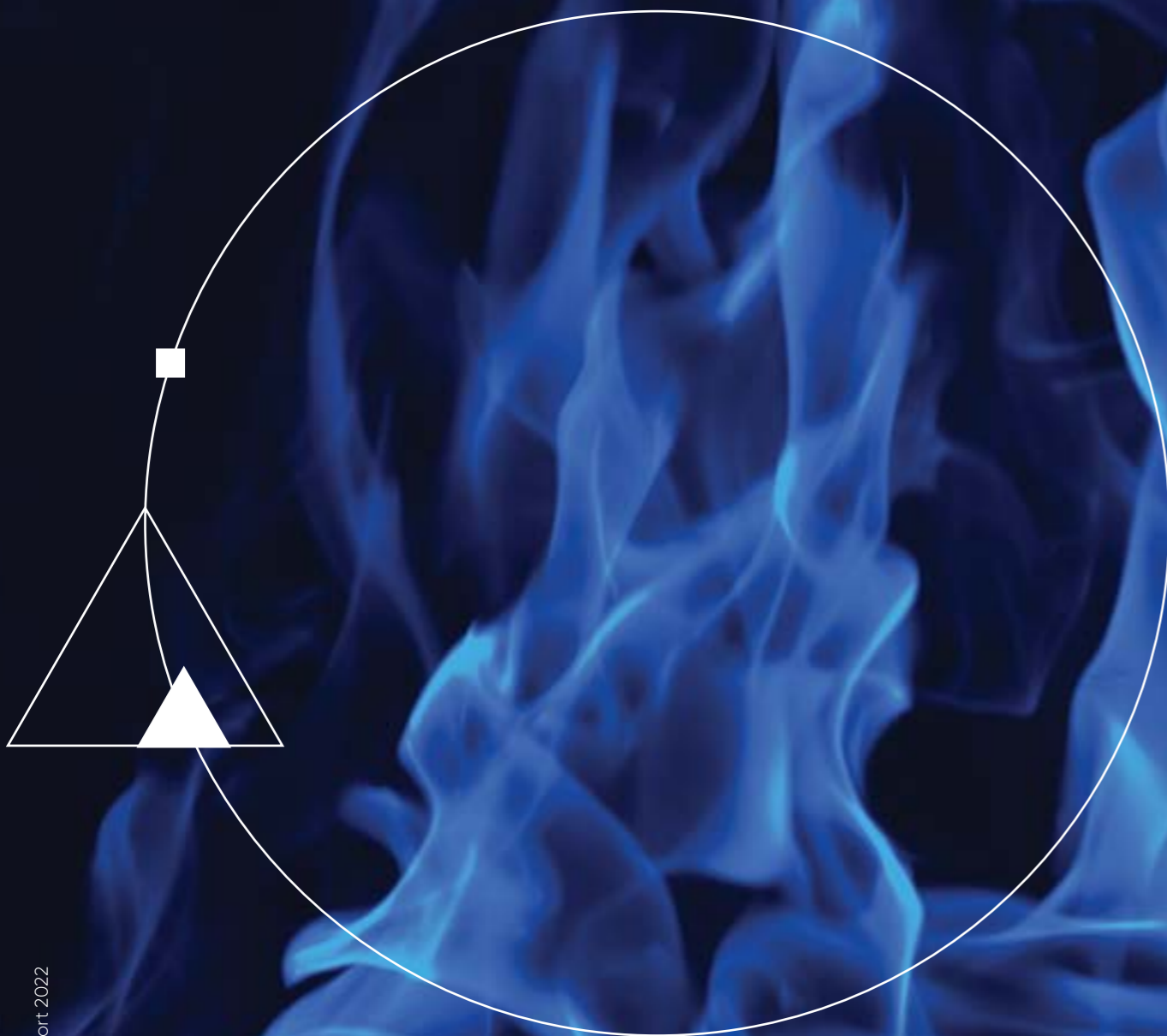
[GRI 2-6]



\* Operated by OGK-2

<sup>4</sup> The number of staff is not including external part-time employees.

# ▲ 3. DEVELOPMENT STRATEGY



The strategic objective is to ensure stable profit growth while maintaining a high-level reliability of energy supply to consumers.

In 2022, the implementation of Gazprom PJSC's Electricity Generation Strategy for 2018–2027 continued, providing for introduction of new generating capacities and modernization of existing ones, as well as for decommissioning of economically non-feasible facilities, further improvement of operational efficiency, utilization of import substitution equipment, and operations diversification.

## 3.1 The Strategy of Gazprom PJSC in electrical energy industry for 2018–2027

### 1 DOMESTIC MARKET STRATEGY

Generating capacity modernization program (CCTMod)

**1,489 MW**

Installed capacity after modernization

Improvement of operational efficiency

**170 MW**

Decommissioning of inefficient capacities in 2022

**715 million rubles**

Cost reduction: effect in 2022

Investment program

**24,045.5 million rubles**

Is financing of capital investments in 2022



## 2 TECHNOLOGY

Ensuring secure energy supply

### 7.7 billion rubles

is the actual financing of capital investment within the framework of the technical re-equipment and reconstruction program in 2022

#### Import substitution

The strategic objective is to prioritize the use of domestically produced equipment, which contributes to cheaper investment projects, including in terms of lower operating costs



## 3 DIVERSIFICATION

Entry into related segments having synergies with the main business

The strategic objective is to stimulate demand for electricity and heat:

- Business clusters in GRES areas are offering sites for businesses to locate production near an energy source
- Entry into new markets

#### Effective communication within the Gazprom Group

- Efficient use of natural gas in the Unified Gas Transmission System



### Participation of OGK-2 in the program for modernization of "obsolete" generation capacities (CCTMod)

	1 of the CSA program. Results (2007-2019)	2 CCTMod. Outlook (2019-2027)
Capacity input under the program	+4.473 GW*	+1.49 GW
Decommissioning of the asset in the period	- 3.5 GW	- 1.53 GW*

\* With account to recertification.

## 3.2 Key results of the Strategy implementation in 2022

### 3.2.1 IMPLEMENTATION OF THE ACTION PLAN TO INCREASE OPERATING EFFICIENCY AND OPTIMIZE COSTS OF OGK-2

OGK-2 is working to enhance operational efficiency in such areas as improvement of production activities, cost optimization, sales of non-core assets, reduction in the cost of supply of goods/provision of services through the use of competitive purchasing methods, and import substitution measures. The Action Plan to increase operational efficiency and optimize costs of OGK-2 is aimed at fulfilling the Company's potential in the main type of activity and is formed in the following sections:

- improvement of operational and investment efficiency;
- organizational and structural measures aimed at improving the operations efficiency;
- technological independence.

Following the results of 2022, the effect of the implementation of the Plan approved by the Board of Directors of OGK-2 amounted to **190,8 million rubles.**



### 3.2.2 INVOLVEMENT IN LARGE-SCALE PROJECTS TO BUILD GENERATING CAPACITIES

As part of the program for modernization of generating capacities (CCTMod), OGK-2, PJSC in 2022 continues its CCGT-324 and CCGT-170 power units construction projects at the site of OGK-2 branch i.e. Novocherkassk SDPP.

In 2022, contracts were signed for the manufacture and supply of main equipment with:

- United Engine Corporation-High Power Turbines LLC (gas turbine equipment);
- Power Machines JSC, (boiler and steam turbine equipment).

### 3.2.3 ENVIRONMENTAL EFFICIENCY

OGK-2 operations are directly related to the use of natural resources and the impact on the environment. In this regard, the Company takes all possible measures to minimize its harmful impact on the environment and allocates significant funds to implement relevant measures.

Due to investment programs for construction and modernization of capacities, replacement of coal in the Company's fuel balance by a more environmentally friendly natural gas, and due to implementation of environmental measures, there is a steady trend in reducing the total gross atmospheric emissions, as well as greenhouse gases emissions in the period from 2007 to 2022. According to the results of industrial environmental control, only over the past 6 years, emissions of pollutants into the atmospheric air have decreased by 75%, and greenhouse gas emissions have decreased by 38%.

### 3.2.5 THE OGK-2 PROGRAM OF EFFECTIVE MEASURES

The OGK-2 program of effective measures includes development of design and working documents "Implementation of the project for the installation of a standby gas compressor". The purpose of the work is to improve the reliability of gas supply to the gas turbine units of Adler TPP by installing a backup gas compressor, which ensures the possibility of fuel gas supply to the gas turbine units in cases when the main compressor is shut down controlled by APCS of Adler TPP. The design and estimate documentation is currently being developed.

In 2022, an agreement was concluded for the manufacture and supply of equipment with REP Holding JSC, which is part of the 'Gazprom Energoholding Industrial Assets Group.

**Over the past 6 years, emissions of pollutants into the atmospheric air have decreased by 75%, and greenhouse gas emissions have decreased by 38%.**

**The investment program of OGK-2, PJSC provides for minimization of the adverse environmental impact. The introduction of the state-of-the-art technologies will allow the Company to comply with all necessary requirements of both Russian and international environmental protection laws.**

### 3.2.4 MODERNIZATION OF GENERATING CAPACITIES

A cycle of new investments was launched in 2019: The Company will upgrade "obsolete" capacities in the Leningrad Region (Kirishi SDPP: Turbines TG-1t, TG-2t, TG-4t) and in the Khanty-Mansi Autonomous District of Yugra (Surgut SDPP-1: Turbines 13G, 16G, 2G, 12G).

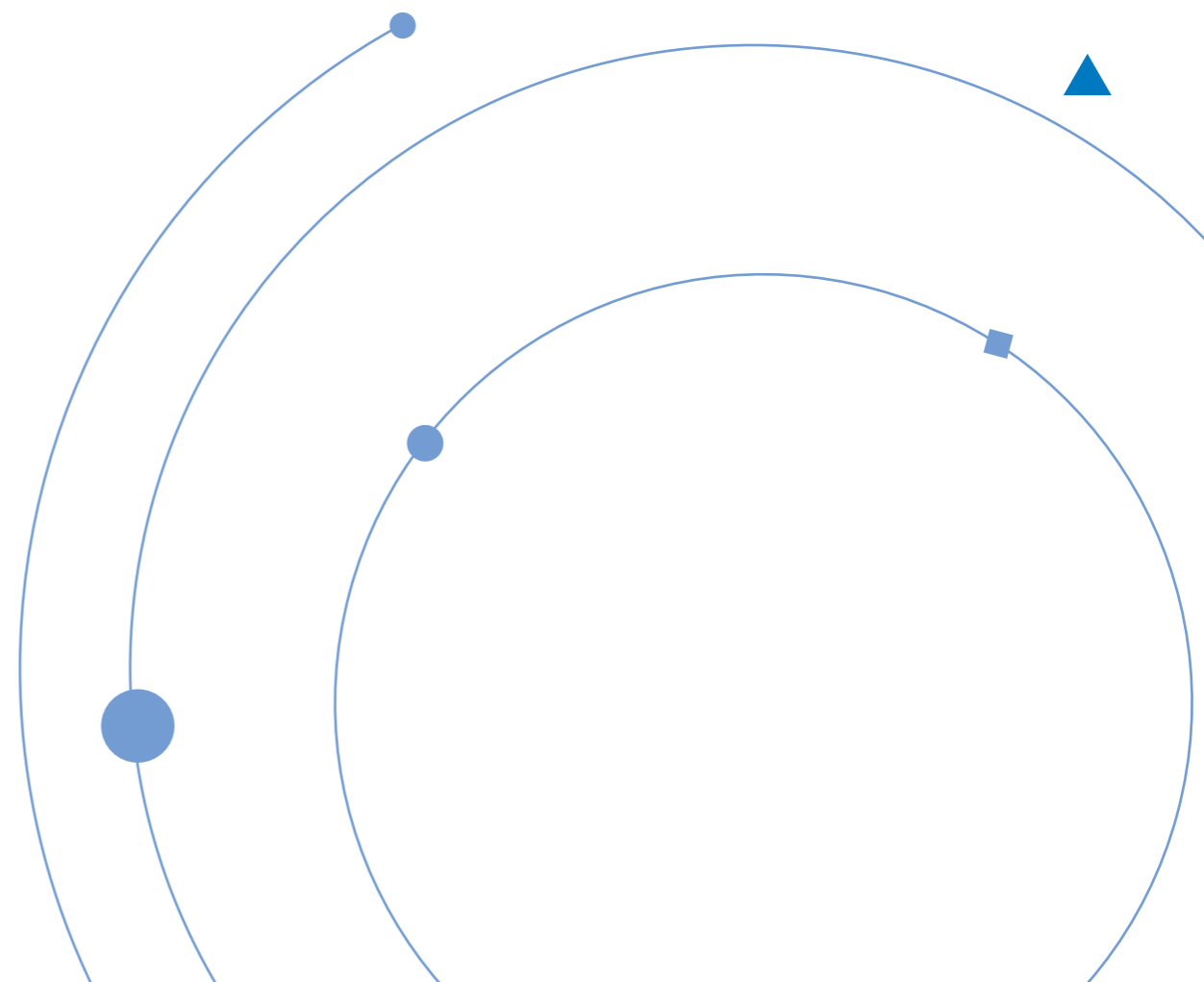
In 2022:

- under the G-2t project of Kirishi SDPP, equipment was supplied, construction and installation was completed, and commissioning initiated. Turbine unit commissioning is scheduled for the first quarter

of 2023;

- under the G-1t project of Kirishi SDPP, the supply of auxiliary equipment began, preparatory work was completed to bring the facility into modernization;
- preparations were completed at Surgut SDPP-1 facility, the turbine was put into modernization from 01/01/2023.

**The Company also intends to participate in the modernization projects selection for 2028-2031.**



# 4. CORPORATE GOVERNANCE

## 4.1 Corporate Governance Overview

The corporate governance system of OGK-2 is aimed at increasing the efficiency of the Company's operations, strengthening its goodwill and capitalization growth. Corporate governance is an important factor in building trusting relations with all interested parties who are equally influenced by the Company and influence it themselves. In its activities, the Company is guided by, but not limited to, the requirements of the applicable Russian laws, guidelines of the Corporate Governance Code of the Bank of Russia, as well as the best Russian and international practices in the field of corporate governance.

### 4.1.1 REGULATORY DOCUMENTS

The main documents governing the functioning of the corporate governance system are available on the Company's website. OGK-2 regularly updates internal documents that define the Company's corporate governance policy. Thus, the following documents were updated in the reporting year:

- Articles of Association of «OGK-2, PJSC in a new edition
- Policy of OGK-2, PJSC in the field of sustainable development
- Regulations on the information policy of OGK-2, PJSC
- Regulations on the Corporate Secretary of OGK-2, PJSC
- Code of Corporate Ethics of OGK-2, PJSC
- Personal data processing policy of OGK-2, JSC
- Regulations on the Dividend Policy of OGK-2, JSC
- Regulations on the Reliability Committee of the Board of Directors of OGK-2, PJSC;
- Regulations on the Human Resources and Remuneration Committee of the Board of Directors of OGK-2, PJSC;
- Regulations on the Audit Committee of the Board of Directors of OGK-2, PJSC;
- Regulations on the Strategy and Investment Committee of the Board of Directors of OGK-2, PJSC
- Regulations on the procedure for determining the amount of remuneration and compensation to the members of the Board of Directors of OGK-2, PJSC
- Regulations on the General Director of OGK-2, PJSC

- Regulations on the General Meeting of Shareholders of OGK-2, PJSC;
- Regulations on the Board of Directors of OGK-2, PJSC
- Risk governance and internal control policy of OGK-2, PJSC

Internal documents regulating corporate governance in OGK-2, PJSC are posted on the Company's website

<https://www.ogk2.ru/o-kompanii/uchreditelnye-i-vnutrennie-dokumenty/>



To integrate the aspects of sustainable development into the corporate governance system, on September 19, 2022, the Board of Directors approved the Action Plan and Policy of OGK-2, PJSC in the field of sustainable development.

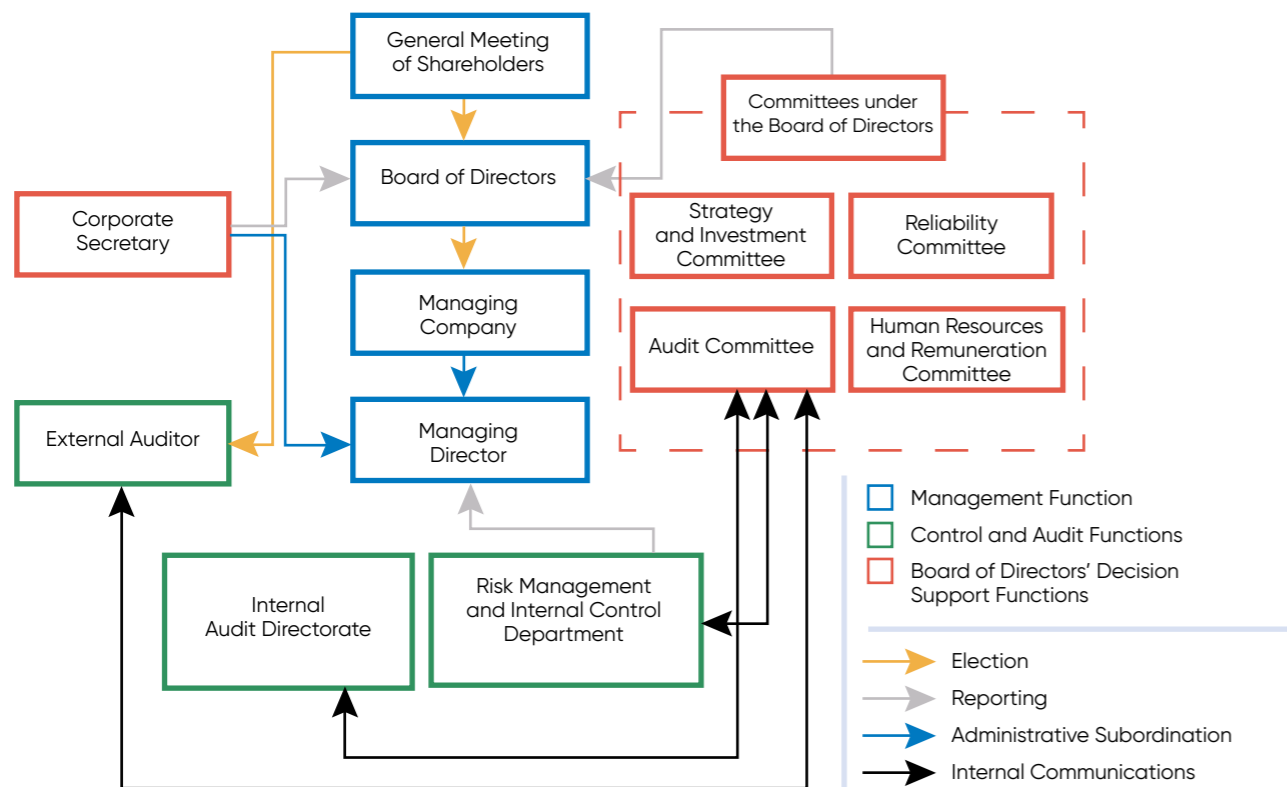
In November 2022, the AK&M rating agency included OGK-2, PJSC in the rating of companies with the highest level of sustainability reports transparency. Thus, according to the results of the published information, the Company entered the top 17 companies, gaining 80.6 points.

#### 4.1.2 GOVERNANCE BODIES

OGK-2 corporate governance bodies include General Meeting of Shareholders, the Board of Directors and the Sole Executive Body represented by the Governance company. The Board of Directors and

the Sole Executive Body of the Company exercise Company governance in strict compliance with the principles of shareholders and investors rights protection, transparency and information openness.

#### OGK-2 corporate governance structure<sup>5</sup>



#### 4.1.3 GENERAL MEETING OF SHAREHOLDERS

General Meeting of Shareholders is the supreme governance body of the Company. It provides shareholders with the opportunity to receive information about the Company's operations, its achievements and plans, to exercise their right to participate in the Company Governance. The General Meeting of Shareholders makes decisions on the most important issues of the Company's operations falling within the scope of its competence. The Board of Directors and the Sole Executive Body of the Company are accountable to the General Meeting of Shareholders.

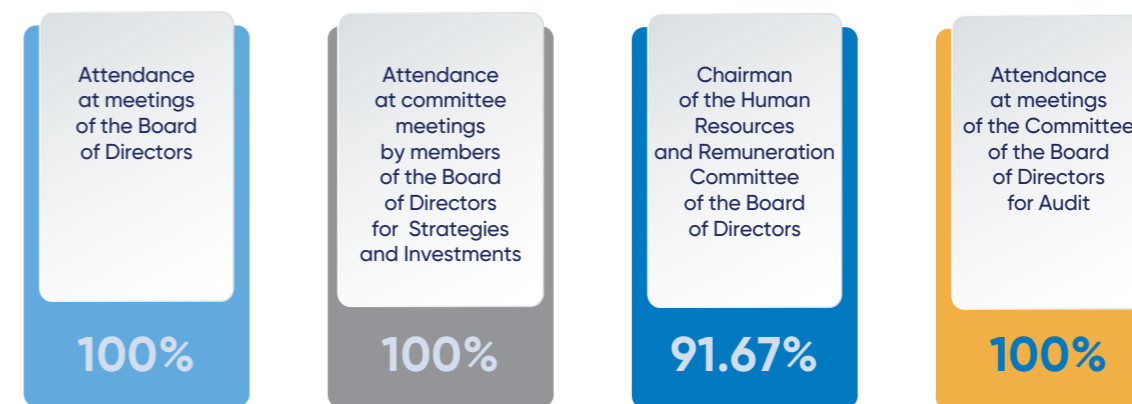
[GRI 2-10]

In the reporting period, one general meeting of shareholders was held which covered the issues of profit distribution, election of the Board of Directors, approval of the auditor, new Charter version and other internal documents, and remuneration and compensation payments to the members of the Board of Directors.

#### 4.1.4 BOARD OF DIRECTORS

The Board of Directors controls the Company's day-to-day operations, makes decisions on significant issues, controls the implementation of decisions of the General Meeting of Shareholders and ensures enforcement of the rights and legal interests of the Company complying with applicable law. The competence and operating procedures of the Board of Directors are governed by internal documents, namely the Board of Directors Charter and Regulation. The Board of Directors is a collegial body, whose members are elected by the General Meeting of Shareholders for a period up to the next Annual General Meeting of

Shareholders. By the decision of the General Meeting of Shareholders, the authority of all members of the Board of Directors may be terminated ahead of schedule. Persons elected to the Board of Directors may be re-elected without limitations. Candidates to be elected to the Board of Directors may be nominated by shareholders owning at least 2% of the Company's voting shares, as well as by the Board of Directors in case of the lack of candidates nominated by shareholders.



Member of the Reliability Committee of the Board of Directors does not include members of the Board of Directors of OGK-2, PJSC.

#### 4.1.5 SOLE EXECUTIVE BODY

By the decision of the Annual General Meeting of Shareholders of OGK-2, PJSC dated June 26, 2018, the powers of the Sole Executive Body were transferred to the managing organization.

<sup>5</sup>The Corporate Secretary is accountable to the Board of Directors and is appointed by the governing body (SEB) upon approval by the Board of Directors.

## 4.2 Criteria for the independence of Board Directors members

[GRI 2-9]

All independent directors in the Company's Board of Directors are experienced professionals with an impeccable reputation and independent judgment. OGK-2 annually checks the presence of criteria

for the relationship of independent directors with the Company, both for candidates to the Board of Directors and for current members. When assessing, the Company is guided by the recommendations of the Corporate Governance Code of the Bank of Russia.

## 4.3 Governance bodies diversity

[GRI 2-9]

The Company does not allow discrimination, including in governance bodies, on any grounds: gender, ethnic status, age, race, and any other, not related to the professional competencies of an employee or a member of the governance body.

In 2022, the composition of the Board of Directors was balanced in terms of number, age, seniority and work experience, as well as in terms of competencies.

These factors allow members of governance bodies to comprehensively and objectively consider the most important issues of the Company's activities.

The Company pays significant attention to diversity in governance bodies, including adequate representation of women on the Board of Directors and its Committees.

## 4.4 Assessment of the Board of Directors Operations

[GRI 2-18]

In 2022, the external audit of the Board of Directors activities was not carried out and is not scheduled. At the same time, the Company is aware of the importance

of applying this practice and does not exclude that the Board of Directors may consider such a possibility, taking into account both internal and external factors.

## 4.5 Remuneration of members of the Board of Directors and the managing organization

[GRI 2-19 • 2-20]

OGK-2 provides fair remuneration to members of the governance bodies. The amount of remuneration and compensation to the members of the Board of Directors is determined by the Company's Charter and the Regulation on the Procedure for Determining the Amount of Remuneration and Compensation to the Members of the Board of Directors<sup>6</sup>.

meeting of the Board of Directors of the Company, subject to indexation established by PJSC Gazprom. Basic remuneration for each meeting paid to the Chairman of the Board of Directors, Deputy Chairman or other person acting as the Chairman of the Board of Directors is increased by 50%.

Subject to this Regulation, the remuneration to the members of the Board of Directors consists of the basic and optional parts. Basic remuneration is paid for participation in each meeting of the Board of Directors in the amount equivalent to four three minimal monthly tariff rates of the first-class worker of the main production unit under normal working conditions established by PJSC Gazprom as of the date of the

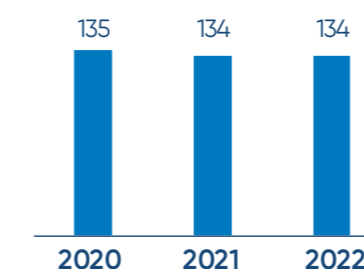
Optional remuneration is paid to the members of the Board of Directors based on the results of the financial year in case the Company receives net profit. Total amount of the optional remuneration based on the Company operations results may not exceed 5% of the Company net profit. It is also possible to pay optional remuneration by the Company's shares at their market value.

### Information on the amount of remuneration to the members of the Board of Directors, thousand rubles

Indicator title	2020	2021	2022
Remuneration for participation in the governance body activities	38,723	34,519	36,538
Salaries*	36,375	33,573	28,411
Bonuses*	22,841	18,170	15,884
Commission fees	0	0	0
Other types of remuneration*	953	661	7
TOTAL paid	98,892	86,923	80,840

\* Amount of salaries, bonuses and other types of remuneration paid to the members of the Company's Board of Directors as its employees.

### Remuneration paid to the managing company, million rubles, VAT exclusive



The financial incentives of Gazprom Energoholding as the managing organization are regulated by the concluded agreement on the transfer of powers of the Sole Executive Body.

## 4.6 Prevention of conflicts of interest

[GRI 2-15]

The Code of Corporate Ethics of OGK-2, PJSC provides for a list of measures to prevent potential or actual conflicts of interest between the members of the Board of Directors and the Company interests. In particular, these relate not only to their own interests, but also to those of their family, friends and other personal relationships, receiving gifts, services, other benefits, using the Company's assets and resources, and disclosing information. Members of the Board of Directors shall also avoid having labor or civil law relations with competitors, including cases of predominant participation in the authorized capital of a competing company or in the governance bodies

of such companies by the Board members themselves or their close relatives or family members.

The Board of Directors Regulation OGK-2, PJSC stipulates the duty for a member of the Board of Directors to avoid any actions that will or may lead to a conflict of interest. If a member of the Board of Directors has a conflict of interest, the latter must inform the Board of Directors about it by sending a notice to the Board of Directors Chairman.

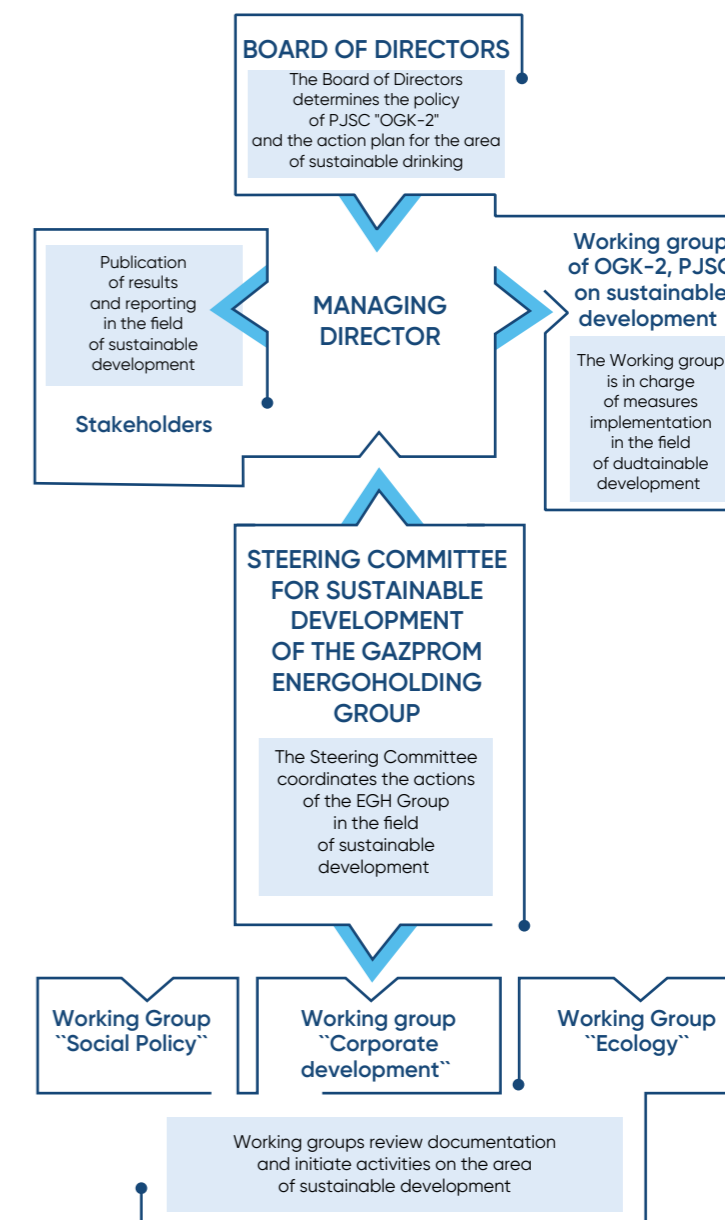
No conflict of interest was established among the members of the Board of Directors and executive bodies of the Company.

# 5. SUSTAINABLE DEVELOPMENT GOVERNANCE IN GAZPROM ENERGOHOLDING GROUP

[GRI 2-12 • 2-13]

Since 2021, the Steering Committee for the Sustainable Development of Gazprom Energoholding Group companies has been operating, which includes, among other things, Managing Director of OGK-2 Mr.A.V. Semikolenov.

## Structure of sustainable development governance in the Gazprom Energoholding Group



[GRI 2-9]

### Main objectives of the Committee:

- defining the principles and focus areas in sustainable development and the procedure for their implementation;
- ensuring a unified policy in the field of sustainable development.

In 2022, one meeting of the Steering Committee for Sustainable Development of Gazprom Energoholding Group companies was held.

## 5.1 Action Area Plan and Policy of OGK-2, PJSC in the field of sustainable development

In December 2021, the Board of Directors of OGK-2 identified sustainability activities as a priority area for the Company.

On September 19, 2022, the Board of Directors of OGK-2, PJSC approved the Sustainability Policy of

OGK-2, PJSC and the Company's Action Plan in the field of sustainable development. The elaborated documents are aimed at developing the corporate, social and environmental areas of the Company's activities.

### In September 2022, the Board of Directors of OGK-2, PJSC approved the Sustainable Development Policy of OGK-2, PJSC and the Company's Action Plan for Sustainable Development.

The plan has been developed for the period up to 2025, and a number of activities will be carried out on a regular basis after 2025. The plan includes the following tasks:

- Approval of main documents and indicators in the field of sustainable development.
- Corporate and organizational changes.
- Development of a risk governance system taking into account sustainable development issues.
- Improvement/readjustment of internal documents.
- Handling of work with stakeholders.
- Independent audit of sustainable development practices.
- Disclosure of information in the field of sustainable development.
- Training, education.

In accordance with the Plan, the following activities were implemented in the second half of 2022:

- Sustainable development goals are defined;
- The practice of monitoring the implementation of the Plan was introduced;
- The Company's Board of Directors is empowered with competence on sustainable development issues;

- The practice of the Board of Directors reviewing information on critical risks, if any, was introduced;
- OGK-2 has introduced a hotline for identifying organizational risks;
- Staff training in the field of sustainable development is conducted, participation in public events in this area is organized;
- Methodological recommendations on determination of acceptable risk level at OGK-2 were developed;
- Identification (updating of the list) of the Company's stakeholders in the field of sustainable development was carried out;
- The Company developed a format for regularly published on the Company's website information on occupational health and safety, information on the implementation of projects to develop safety culture;
- The Company published its Sustainability Report for 2021, introduced the practice of disclosure of information on S&LMS and climate risks as part of the Company's Sustainability Reports.

OGK-2, PJSC sustainable development policy (hereinafter also Policy) defines the Company's approach to the mission, goals, principles, main mechanisms for implementing the Policy, key activities to achieve the Company's Sustainable Development Goals.

### Company's sustainable development goals

development of economic potential	efficient governance in the Company and its subsidiaries/organizations	responsible production and consumption
environmental protection	respect for human rights	promotion of socio-economic development of the regions of the Russian Federation

In accordance with the approved Policy, the mission of OGK-2, PJSC in the field of sustainable development is to make a positive contribution to the social and economic development of the Russian Federation and other regions of its presence, following the principles of environmental and social responsibility, corporate governance standards, in order to meet the needs of the present to preserve and enhance the capabilities of future generations.

These goals are integrated into the strategic planning and development systems, corporate governance system, local regulations and are implemented in the activities of the Company and its subsidiaries/organizations.

Main mechanisms for implementing the Policy:

- creation and development of effective system for managing activities in the field of sustainable development;
- improvement of internal documents of OGK-2, JSC concerning sustainable development, including the updating of existing ones and the development of new ones;
- ensuring sustainable development operations by developing structural divisions of the Company and updating the Action Plan (roadmap) in the field of sustainable development;
- conducting regular analysis and comprehensive research of stakeholders' expectations by the Company's structural divisions (surveys, expert and public discussions, hearings, etc.), sociological, marketing research, assessing the degree of customer satisfaction, working with requests through feedback channels;
- posting information over the internet and organizing interaction with stakeholders;
- monitoring and evaluation of the impact of the ongoing projects of OGK-2, JSC on stakeholders, as well as on the state of the environment, social, economic and governance processes;

- participation in international, Russian intersectoral and sectoral initiatives in the field of sustainable development;
- preparation of non-financial reporting on sustainable development;
- organization of training for personnel of OGK-2, PJSC in the field of sustainable development;
- constant work to improve the activities of the Company, taking into account the best Russian and world practices in the field of sustainable development.

Governance of sustainable development is integrated into the corporate governance system of OGK 2, JSC and implemented as activities of governance bodies, specialized structural divisions, advisory and working bodies and includes:

- strategic governance of sustainable development issues in the Company by the Board of Directors;
- determination of uniform requirements and methodological approaches to the sustainable development operations, goals and objectives of OGK-2, JSC sustainable development growth;
- ensuring and coordinating activities in the field of sustainable development, implementing a set of measures in pursuance of applicable policies and standards;
- risk governance in the field of sustainable development as part of a corporate-wide risk governance system.

The Policy implementation and achievement of sustainable development goals are provided by structural divisions, operating departments of OGK-2, PJSC.

**Key activities to achieve the Company's Sustainable Development Goals**


To achieve the main goals of sustainable development, OGK-2, PJSC carries out the following key activities:

<b>Development of economic potential</b>	<ul style="list-style-type: none"> <li>- increase in shareholder value of OGK-2, PJSC;</li> <li>- improving the efficiency of all types of business and activities;</li> <li>- increasing the level of Company's innovative development as a result of the introduction of innovative technologies, the use of modern technological and organizational decisions;</li> <li>- support of development, research and innovations in the in-house technologies;</li> <li>- automation and digitalization of all OGK-2, PJSC processes;</li> <li>- Increasing employees efficiency.</li> </ul>
<b>Efficient governance in the Company and its subsidiaries/ organizations</b>	<ul style="list-style-type: none"> <li>- respect for the rights and consideration of the interests of involved parties;</li> <li>- improvement of the governance system in the Company and its subsidiaries/organizations;</li> <li>- prevention of corrupt activities in the Company;</li> <li>- identification and mitigation of the impact of economic, environmental and social risks arising from OGK-2, PJSC activities;</li> <li>- integration into the system of key performance indicators of the Company and its employees of new indicators of sustainable development;</li> <li>- achievement of the acceptable level of customer satisfaction established by the Company;</li> <li>- development of national and global partnerships with stakeholders to tackle the Company's sustainable development issues.</li> </ul>
<b>Responsible production and consumption</b>	<ul style="list-style-type: none"> <li>- reduction of unit costs due to the rational use and saving of energy resources in production activities;</li> <li>- Increasing the energy efficiency of OGK-2, PJSC based on the effective governance of technological processes and the use of innovative technologies and equipment;</li> <li>- provision of safe working conditions, preservation of life and health of employees;</li> <li>- ensuring safe operation of hazardous production facilities;</li> <li>- reduction of mortality due to occupational and other diseases;</li> <li>- higher effectiveness of control over compliance with labor protection, industrial and fire safety, road safety requirements in order to reduce the number of accidents (including the activities of stakeholders), traffic accidents;</li> <li>- organization of medical infrastructure for protecting the health of the Company's employees and an optimal system of their insurance protection.</li> </ul>
<b>Environmental protection</b>	<ul style="list-style-type: none"> <li>- reduction of atmospheric emissions in main production processes;</li> <li>- reduction of water resources consumption, lower discharges of pollutants into water bodies;</li> <li>- conservation and restoration of soils;</li> <li>- reduction of greenhouse gases emissions into the atmosphere, including methane;</li> <li>- systematic assessment and reduction of risks associated with climate change;</li> <li>- reducing the volume of production and consumption waste, sending waste for recycling and disposal;</li> <li>- taking measures to prevent negative environmental impacts at all stages of the life cycle of production facilities, including measures to adapt to climate change.</li> </ul>





<b>Respect for human rights</b>	<ul style="list-style-type: none"> <li>- ensuring a competitive level of wages and a social package for employees;</li> <li>- support and development of high-quality professional education for employees;</li> <li>- comprehensive motivation of each employee to achieve goals of OGK-2, PJSC;</li> <li>- protection of labor rights, including freedom of association and the right to conduct collective bargaining;</li> <li>- guaranteeing employees equal rights and protection from any form of discrimination, including on gender, ethnicity, age and other grounds;</li> <li>- prevention of the use of child and slave labor;</li> <li>- creation and development of an objective and effective system for evaluating the personal contribution of each employee of the Company;</li> <li>- promotion of a healthy lifestyle and sports among employees and the population of the regions of presence;</li> <li>- ensuring compliance of the professional level of employees with the requirements of OGK-2, PJSC.</li> </ul>
<b>Assistance in socio-economic development of the regions of the Russian Federation</b>	<ul style="list-style-type: none"> <li>- development of heat supply systems in the regions of the Russian Federation;</li> <li>- participation in solving social problems of the Russian Federation entities, development of social infrastructure facilities;</li> <li>- responsible social investment and charity;</li> <li>- implementation in the Company of the principles of equality, fairness, non-discrimination and unreasonable restrictions on competition in relation to participants in the procurement of goods, works, services.</li> </ul>

**5.2 Policy of OGK-2 in the field of sustainable development**

Our Company considers it important to make a feasible contribution to the achievement of the UN Sustainable Development Goals (UN SDGs).

UN SDGs	Contribution of OGK-2	Relevant section of the Report
	<ul style="list-style-type: none"> <li>• Zero injury rate is our strategic target. We take the health of our employees in the workplace very seriously.</li> <li>• However, we do not limit our responsibility to workplace safety, allocating significant funds for voluntary medical insurance, voluntary accident and illness insurance, and insurance of expenses of citizens leaving their permanent place of residence. Medical infrastructure for the health of employees has been organized.</li> </ul>	<p>Our Employees and Social Support</p> <p>Health and safety</p>

UN SDGs	Contribution of OGK-2	Relevant section of the Report
	<ul style="list-style-type: none"> <li>We are actively engaged in the promotion of a healthy lifestyle and sports among employees and the population of the regions of presence.</li> <li>For employees who have retired or are planning to retire, we have a non-state pension program.</li> </ul>	Our Employees and Social Support Health and safety
	<ul style="list-style-type: none"> <li>OGK-2 operates a large-scale corporate training and development system.</li> <li>We consider it important to actively attract young professionals, in particular, by cooperating with a number of educational institutions and organizing internships within our Company.</li> </ul>	Our Employees and Social Support Health and safety Recruitment and development of personnel
	<p>The main type of fuel used by OGK-2 power plants is gas, which is the most environmentally friendly type of fossil fuel. Some power plants continue to use coal as main fuel. Strategically, we are striving to reduce coal generation in the fuel balance. However, this requires a complex multi-stage coordination with federal regulatory bodies, local and regional authorities, taking into account the interests of the local population. A significant part of our customers are located in areas with cold climate and many customers have limited financial resources. The use of a relatively cheaper fuel (coal) makes it possible to provide them with a sufficient amount of electricity and heat at an affordable price.</p>	Operating and financial results Development strategy Business model Development strategy
	<ul style="list-style-type: none"> <li>OGK-2 actively participates in the Generating Capacities Modernization Program (CCTMod), constantly upgrading or decommissioning capacities that are not subject to modernization. In addition to participation in the state program CCTMod, OGK-2 independently implements projects in the field of technical re-equipment and reconstruction. This contributes to higher reliability of electricity and heat supply, improves environmental performance.</li> <li>Import substitution is not a new objective provided by our Strategy in the electric power industry, however, today it is becoming increasingly important to ensure the sustainability of the electric and heat generating infrastructure.</li> <li>Our business model is to minimize power and heat outages.</li> </ul>	Business model Development strategy
	<ul style="list-style-type: none"> <li>As mentioned for Goal 9, the measures to modernize equipment and import substitution in this process, continuous prevention of interruptions in electricity and heat supply.</li> <li>We actively cooperate with the executive authorities of the Russian Federation entities in planning and implementing regional territorial development programs.</li> </ul>	Business model Development strategy Interaction with local communities
	<ul style="list-style-type: none"> <li>Electricity generation is the most important basis of the economy; without the electricity produced by the Company, the operation of a significant number of enterprises, including those strategically important for the Russian and global economy, would not be possible.</li> <li>We strive to ensure a competitive level of wages and a social package for employees while increasing labor productivity by motivating them and introducing new, including domestic technologies.</li> </ul>	About the Company Development strategy

UN SDGs	Contribution of OGK-2	Relevant section of the Report
	<ul style="list-style-type: none"> <li>The basis of OGK-2's fuel balance is natural gas. Synergistic effects in Gazprom Group make it possible to use gas more efficiently during electricity and heat generation for the needs of enterprises, organizations and households.</li> <li>Our business model is continuous improvement of energy efficiency.</li> </ul>	Business model Development strategy
  	<ul style="list-style-type: none"> <li>We undertake not only to comply with all state environmental regulations, but also to take all possible measures to preserve a favorable environment in the Company's operation regions and globally. It also includes active prevention of any harm to the environment, increase of energy efficiency, reduction of greenhouse gas emissions and waste, lower water consumption and lower discharges, soil preservation and restoration.</li> <li>We demand the same from our contractors, partners and contracting agents.</li> <li>Our environmental policy defines specific mechanisms for fulfilling these obligations.</li> </ul>	Environmental protection

## 5.3 Stakeholder engagement

### 5.3.1 STAKEHOLDER ENGAGEMENT APPROACH

[GRI 2-29]

OGK-2's activities involve constant interaction with a wide range of stakeholders. Maintaining an open and constructive dialogue with each of them and responsibly considering their interests when making strategic decisions are important components of sustainable development and building a positive image of the Company.

The main principles for uniting stakeholders in groups:

- solidarity in interests and expectations for the Company;
- nature of their influence on achievement of the Company's strategic goals;
- tools used by the Company to interact with them.




### 5.3.2 MAP OF STAKEHOLDERS BASED ON THE ASSESSMENT RESULTS








In the course of stakeholders polling, OGK-2, PJSC was asked to assess the level of influence on the Company and dependence on the Company. To assess the influence and dependence, the scales of influence and dependence were used with the following levels: critical, high, tangible, insignificant, no impact/dependence. Based on the responses received on the scales of influence and dependence of stakeholders, a stakeholder map was made

According to the assessment, the majority of stakeholders depend on the Company tangibly or strongly, all of them also influence the Company tangibly or strongly. Taking into account, in general, quite close values on the dependency and influence scales obtained for all stakeholders, we believe that all of them deserve the same level of attention in the process of managing OGK-2's sustainable development.

### 5.3.3 FORMS OF STAKEHOLDER ENGAGEMENT

Stakeholders	Topics of interest	Engagement formats and frequency
Shareholders, investors and analysts 	<ul style="list-style-type: none"> <li>Financial and production indicators;</li> <li>investment programs;</li> <li>dividend policy;</li> <li>shareholder value increase;</li> <li>increase in production efficiency and reduction of costs;</li> <li>business development strategy;</li> <li>potential M&amp;A deals.</li> </ul>	<ul style="list-style-type: none"> <li>General meetings of OGK-2 shareholders;</li> <li>The Board of Directors and Committees under the Board of Directors are used as platforms for continuous interaction between representatives of major shareholders, i.e. consultations, search for compromises and reaching agreements on the most pivotal issues.</li> <li>When preparing to the meetings of the Board of Directors and its committees, discussion and submission of proposals by the major shareholders on the meeting agenda and the nominees to corporate bodies take place. Meetings are held regularly in accordance with established corporate procedures.</li> <li>Regular IR measures, including meetings of the Company's governance with representatives of shareholders, investors and analysts.</li> </ul>

Stakeholders	Topics of interest	Engagement formats and frequency
		<ul style="list-style-type: none"> <li>Regular conference calls to discuss IFRS financial results (in 2022 were carried out based on the results of activities under IFRS for the half year and the year).</li> <li>Timely publication of information on the Company's website in accordance with the provisions of the Russian law, as well as the transfer of all information to depository banks in accordance with the requirements of the law of foreign countries.</li> <li>Placement on the Company's website and individual mailing to shareholders, analysts and investors of presentation and information materials, which are not mandatory for publication in accordance with the law, but are provided for explanatory and information purposes.</li> <li>Telephone calls and provision of information at the request of shareholders, analysts and investors.</li> </ul>
Lenders and rating agencies 	<ul style="list-style-type: none"> <li>Financial and production indicators;</li> <li>investment programs;</li> <li>debt indicators and debt portfolio structure;</li> <li>credit policy;</li> <li>business development strategy;</li> <li>potential M&amp;A deals.</li> </ul>	<ul style="list-style-type: none"> <li>Holding meetings of OGK-2's Governance with representatives of rating agencies (Fitch Ratings, S&amp;P Ratings, Expert RA) and providing all requested information in order to change or confirm the ratings.</li> <li>Holding negotiations when placing bond issues and obtaining bank loans.</li> <li>Publication of reports on the Company's activities at the end of each year and each quarter, containing information on the financial standing, liabilities and potential risks.</li> </ul>
Local communities, including population, civil society organizations and local governments, as well as mass media 	<ul style="list-style-type: none"> <li>Uninterrupted heat and power supply;</li> <li>compliance with environmental regulations and standards;</li> <li>energy saving and energy efficiency;</li> <li>environmental safety and protection;</li> <li>compliance with safety standards and regulations;</li> <li>job creation and wage levels;</li> <li>taxes;</li> <li>charity;</li> <li>joint measures with public organizations and local authorities;</li> <li>participation in the development of local infrastructure;</li> <li>business development.</li> </ul>	<ul style="list-style-type: none"> <li>Regular participation in expert consultations, meetings and working groups on regional development issues under the municipal government.</li> <li>Regular information meetings with responsible executives of the regions where the Company operates.</li> <li>Conducting public hearings every time the construction of new industrial facilities begins.</li> <li>Publication of reports on the Company's activities at the end of each year and each quarter containing information on ongoing investment and social projects, including those aimed at developing the regions where the Company's production facilities are located.</li> <li>Regular provision to local authorities and upon request of the local communities all information about environmental protection activities, key environmental indicators, including information on emissions and measures to reduce emissions in the event of unfavorable meteorological conditions.</li> <li>Posting on the Website and publication in mass media of information that affects the interests of the population, other enterprises, as well as local authorities in the regions where the Company operates – as soon as newsworthy events appear.</li> </ul>

Stakeholders	Topics of interest	Engagement formats and frequency
Buyers of heat and electricity and power, including last resort providers and large industrial consumers 	<ul style="list-style-type: none"> <li>Uninterrupted heat and power supply;</li> <li>production indicators;</li> <li>investment programs;</li> <li>connection conditions;</li> <li>efficiency increase;</li> <li>business development strategy.</li> </ul>	Interaction with buyers on issues relating to connection, purchase and sale of heat, electricity and capacity under standard contracts, as well as under free bilateral contracts mediated by the Trading System Administrator and System Operator (on an ongoing basis within the framework of existing contracts).
The government of the Russian Federation and sectoral regulatory authorities, ministries, departments and regional executive authorities 	<ul style="list-style-type: none"> <li>Uninterrupted heat and power supply;</li> <li>production and financial indicators;</li> <li>investment programs;</li> <li>efficiency increase;</li> <li>business development strategy;</li> <li>potential M&amp;A deals.</li> </ul>	<ul style="list-style-type: none"> <li>Interaction with organizations that set the rules for the Russian heat and electricity market (FAS of Russia, Ministry of Economic Development, Ministry of Energy of the Russian Federation), as well as with the Trading System Administrator and System Operator.</li> <li>Work with "NP Market Council" Association, "Council of Energy Producers" Association, Commissions and Committees under the Russian Union of Industrialists and Entrepreneurs.</li> <li>The work is carried out on an ongoing basis and is aimed at optimizing the existing regulation and developing the heat power and electricity market.</li> </ul>
Environmental organizations 	<ul style="list-style-type: none"> <li>Compliance with environmental regulations and standards;</li> <li>reduction/increase of all types of environmental impact of production;</li> <li>carrying out programs and measures relating to environmental protection;</li> <li>investment programs;</li> <li>energy efficiency improvement;</li> <li>business development strategy.</li> </ul>	<ul style="list-style-type: none"> <li>The Company is involved in development of Quality Governance Systems, Energy Governance and Occupational Health and Industrial Safety Governance Systems and complies with ISO 9001:2015, STO Gazprom 9001-2018, ISO 50001:2018 standards.</li> <li>When planning construction at the Company's industrial sites, in cases prescribed by law, we carry out a set of measures aimed at advising the public of the planned economic activity and its possible environmental impact, in order to identify public preferences and take them into account in the impact assessment process.</li> <li>The Company complies with OHSAS 18001:2007, ISO 14001:2015, and follows them in procurement.</li> <li>In critical business activity purchases, the Company's procurement committee participates in selection of suppliers of goods and services.</li> <li>All information about previously held transactions for the procurement of goods, including the quantity and total cost of purchased goods and services, is kept in the public domain on the Company's Website.</li> </ul>
Employees, trade union organizations and specialized higher educational institutions 	<ul style="list-style-type: none"> <li>Compliance with environmental regulations and standards;</li> <li>compliance with safety standards and regulations;</li> <li>job creation and wage levels;</li> <li>social and medical care;</li> <li>opportunity for professional growth and development;</li> <li>corporate culture;</li> <li>business development.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has implemented:</li> <li>collective agreement;</li> <li>personnel incentive system;</li> <li>professional training and staff development;</li> <li>occupational health and safety: compulsory medical examinations, certification of workplaces, briefings on safety at the workplace;</li> <li>sports and cultural activities;</li> <li>employee social security: voluntary medical insurance (VMI), accident insurance, organization of recreation for employees and their family members, non-governmental pension schemes.</li> </ul> There is constant interaction with trade union organizations.

## 5.4 Ethics and human rights

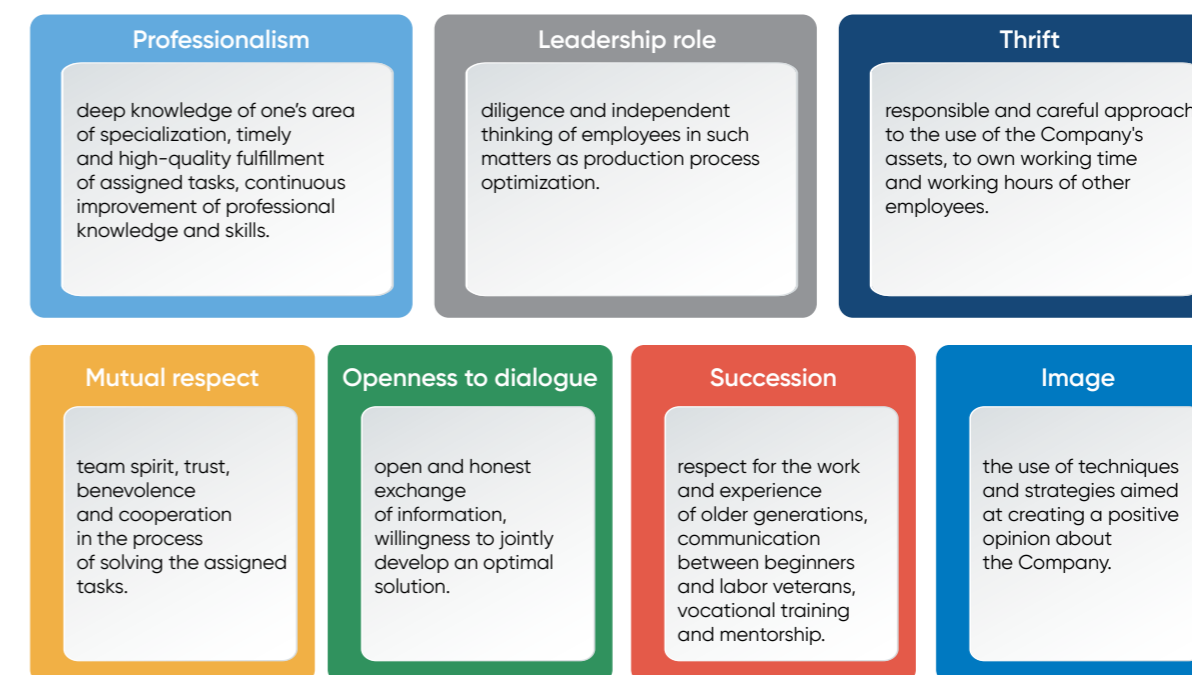
### 5.4.1 ETHICS AND CORRUPTION CONTROL

[GRI 2-23]

Good behavior and compliance with high ethical standards are mandatory for the Company, as they contribute to its prosperity and sustainable development.

The Code of Corporate Ethics of OGC-2, PJSC (hereinafter referred to as the Code) provides for observance by all employees of the Company of values, norms and rules of professional ethics and internal corporate behavior.

### Corporate values of the Company



[GRI 2-23 • 2-24]

**The Company has created and maintains an atmosphere of intolerance to corrupt behavior.**

Our anti-corruption measures are implemented in strict compliance with the applicable Russian law.

The Company has developed standards and procedures aimed at ensuring the fair operation of the Company, including procedures adopted to detect and prevent corruption, including bribery of foreign officials.

Systematic and routine measures are taken to ensure compliance with the Company's corporate interests and minimize risks of economic damage. A set of measures has been developed and is implemented on a daily basis to identify, suppress and prevent

### Familiarization and training of employees

In OGK-2, PJSC employees are familiarized with local corruption control regulations through an electronic document governance system or in person against signature.

In 2022 OGK-2, PJSC organized training for 192 or 89% of executives related to compliance with anti-corruption standards under additional professional programs in the field of combating corruption, as well as 141 or 100% of employees whose job duties include participation in combating corruption, including training in additional professional programs.

Corruption control and prevention issues are provided for in Section 11 of the Code of Corporate Ethics

corruption offenses and minimize their adverse consequences. Subject to the corporate procedures, control over the procurement operations arrangement, contractual work, continuous incoming control of goods and materials, as well as other activities aimed at ensuring compliance of the Company's employees with the applicable law and local regulations are performed.

approved by Board of Directors of the Company dated September 08, 2022 (Minutes No. 284 dated September 08, 2022) Order No. 298 of OGK-2, PJSC dated October 19, 2022. In accordance with Order No. 318 dated November 2, 2022 "On the organization of training on compliance with the Code of Corporate Ethics of OGK-2, PJSC, the Company organized periodic training on the implementation and application of the norms of the Code. The Company has developed specialized training courses to help employees master the Code of Corporate Ethics, policies and methods of corruption control. In 2022, 704 employees completed training through distance learning technologies.

The personal composition of the Committee as well as its chairperson are determined by the Company's order. Based on the requests obtained, the Committee takes decisions aimed at explaining to the employee the provisions of the Code and how it applies, taking measures to prevent or eliminate conflicts of interest.

### Code compliance monitoring

OGK-2 constantly monitors the compliance of its activities with the Code and controls compliance with its provisions by employees. To resolve any conflict situations, the Company has established and operates the Commission on Corporate Ethics (hereinafter referred to as the Commission) to provide compliance with the corporate ethics and settle any conflicts of interest. The Committee consists of five people.

### Corruption risk assessment

In 2022, there were no corruption cases in OGK-2, PJSC.

### Hotline

[GRI 2-26 • 2-27]

Since 2014, a hotline has been operating in Gazprom PJSC aimed at fighting fraud, corruption and theft in companies included in Gazprom Group. All appeals received through it are carefully checked and analyzed.

They are obliged to notify their manager, the Commission on Corporate Ethics and the Company's service, whose competence includes corporate protection issues, about the appeal to the employees of the Company of any persons in order to induce them to commit corruption offenses. Appeals to the Commission are made through messages through the corporate

portal of OGK-2, messages by e-mail at corpetic@ogk2.ru or by calling the hotline +7 (812) 646-13-52. There were no requests for corruption or attempts to commit them for the period of 2022.

### 5.4.2 RESPECT FOR HUMAN RIGHTS

[GRI 2-23 • 2-24]  
Human Resources Department of OGK-2 is responsible for ensuring respect for human rights.

Respect for human rights is provided in the law of the Russian Federation, in particular, these rights are defined in the Constitution of the Russian Federation. OGK-2 considers respect for the rights of its employees to be mandatory for its stable functioning and development and guarantees its employees their

right to work and leisure, their right to material support in the event of retirement and incapacity for work. The employment rights of employees are implemented in accordance with the requirements of the Russian Labor Code, local regulations and the Collective Agreement.

### Human rights principles

The Company considers discrimination by gender, age, ethnicity, religion and other grounds to be unacceptable in its activities.

The Company adheres to the principle of respect for the personality of each employee, recognizes the inviolability of human rights, including labor rights and the right to a favorable environment, and does not allow any form of their violation.

We are committed to providing our employees with a competitive salary combined with a social package, supporting their professional development and education.

The Company stands sentinel over the labor rights of employees to freedom of association and collective bargaining.

**We categorically do not allow the use of child and forced labor.**

OGK-2 ensures equal rights for women and men in all employment matters, such as:

- positions held (including the possibility of holding leadership positions);
- wage;
- conditions of work;
- social support.

## 5.5 Governance systems

### 5.5.1 ENVIRONMENTAL GOVERNANCE SYSTEM

Environmental protection governance in the regions of presence is carried out at all stages of the production process by structural divisions of "Environment protection" area complying with general environmental policy of the Gazprom Energoholding Group and uniform environmental standards.

The environmental policy of the Company was approved on December 31, 2020.

In order to ensure an integrated approach and coordination of the Gazprom Energoholding Group's companies, the Coordinating Committee for Environmental Protection has been operating on a permanent basis since 2016. Also, starting from 2016, the practice of annual extended meetings of technical managers and heads of environmental services of Gazprom Energoholding, LLC subsidiaries was introduced.

### 5.5.2 QUALITY GOVERNANCE SYSTEM

OGK-2 has implemented and operates its Quality Governance System (QGS) in accordance with the requirements of the corporate standard STO Gazprom 9001-2018 in the INTERGAZCERT Voluntary Certification System, the international standard ISO 9001:2015 and the Russian standard GOST R ISO 9001-2015.

In 2022, OGK-2, PJSC successfully passed the first supervisory audit (first inspection control) and confirmed compliance with the requirements of the corporate standard STO Gazprom 9001-2018 in the INTERGAZCERT voluntary certification system, the international standard ISO 9001:2015 and the Russian standard GOST R ISO 9001-2015.

#### The auditors of the independent certification body noted:

The auditors emphasized the strong points:	Improvement options were identified:
<ul style="list-style-type: none"> <li>• leadership of managers, active participation of the heads of the IA and branches in the audit and support of the system functioning;</li> <li>• use of information systems to ensure exchange of information and storage of the deliverables by the Company's subdivisions;</li> <li>• competence of the staff;</li> <li>• automation of technological processes, use of technical solutions aimed at reducing the accident rate of equipment and increasing reliability;</li> </ul>	<ul style="list-style-type: none"> <li>• integration of existing governance systems in the company;</li> <li>• improvement of process maps, including consistency of inputs and outputs of interrelated processes, reference regulatory documents, interrelation of stages, criteria for the effectiveness of processes;</li> <li>• further development of the risk governance system, in terms of developing measures for respond to risks;</li> <li>• training of newly hired personnel for knowledge of STO Gazprom 9001-2018, ISO 9001:2015 and GOST R ISO 9001-2015 requirements and periodic training of internal inspectors in accordance with ISO 19011:2018 guidelines</li> </ul>

As part of the development of the QGS in 2022, the following activities were carried out:

- regulatory documents were revised, including revision and improvement of process maps;
- as part of the existing governance systems integration, pilot cross-sectional internal controls

of the quality governance system and the energy governance system were carried out simultaneously. This procedure has demonstrated good results and efficiency. In 2023, internal audit will be carried out in similar format;

- training and testing of knowledge of internal inspectors (24 people) was carried out.

### 5.5.3 ENERGY GOVERNANCE SYSTEM

OGK-2 has implemented and operates the Energy Governance System (EnGS) in accordance with international standard ISO 50001:2018 and Russian standard GOST R ISO 50001-2012.

The purpose of the EnMS is to provide prompt governance decisions to achieve energy saving and energy efficiency targets set in the energy saving programs.

In 2022 OGK-2, PJSC successfully passed the second inspection control and confirmed compliance with the international standard ISO 50001:2018 and Russian standard GOST R ISO 50001-2012.

As part of the development of the QMS in 2022, the following activities were carried out:

- regulatory documents were revised;
- as part of the water consumption and sanitation losses analysis, the algorithms for calculation of water consumption and sewage values in branches were adjusted;
- as part of the existing governance systems integration, pilot cross-sectional internal controls of the quality governance system and the energy governance system were carried out simultaneously. This procedure has demonstrated good results and efficiency. In 2023, internal control will be carried out in similar format;

- training and testing of knowledge of internal inspectors (24 people) was carried out.

recertification. Russian Register Certification Association was selected as a certification body.

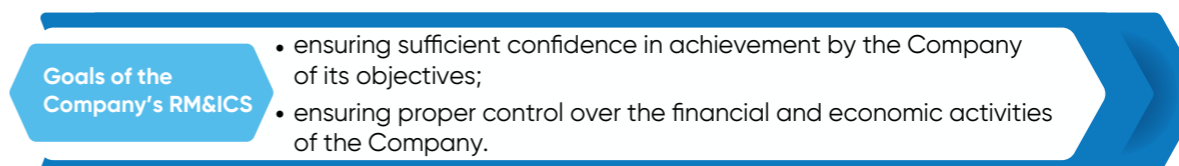
In February 2023, the issued certificates expired. In order to confirm compliance of EnMS of OGK-2 with ISO 50001:2018 and Russian standard GOST R ISO 50001-2012, on December 30, 2022, an agreement was concluded for the Energy Governance System

## 5.6 Risk Governance

### 5.6.1 DESCRIPTION OF THE RISK GOVERNANCE AND INTERNAL CONTROL SYSTEM

OGK-2, PJSC has incorporated the Risk Governance and Internal Control System (RM&ICS) that complies with the principles of Corporate Governance Code recommended for use by the Bank of Russia and risk governance and internal control guidelines of Gazprom Energoholding Group.

RM&ICS of OGK-2 is an element of corporate governance covering all governance levels.



During 2022, in order to improve the regulatory and methodological framework in the field of risk governance and internal control, the following documents were approved that regulate the principles and approaches to identifying, assessing and managing the Company's RM&ICS:

- Risk Governance and Internal Control Policy of OGK-2, PJSC (Minutes of the decision of the Board of Directors of OGK-2, PJSC dated August 31, 2022 No. 283);
- Register of key risks of OGK-2, PJSC (Order No. 44 dated February 28, 2022, Order No. 247 dated September 2, 2022);
- Key risk indicators of OGK-2, PJSC (Order No. 243 dated August 31, 2022);
- Regulation on Liquidity Risk Governance of OGK-2, PJSC (Order No. 256 dated September 8, 2022);
- Regulation on Currency Risk Governance of OGK-2, PJSC (Order No. 256 dated 08.09.2022);
- Regulations on Interest Rate Risk Governance of OGK-2, PJSC (Order No. 256 dated September 8, 2022);

- Regulations on the Operational Risk Governance System of OGK-2, PJSC (Order No. 258 dated September 9, 2022);
- Regulation on Risk Governance and Internal Control in the Field of Taxation of OGK-2, PJSC (Order No. 400 dated December 30, 2022).

The RM&IC Policy defines the participants in the Company's RM&ICS and their functions.

In accordance with the RM&IC Policy, the participants of the Company's RM&ICS are:

at Gazprom, PJSC level:

- Risk Governance and Internal Control Division (hereinafter referred to as RM&ICS)

at the Company level:

- Board of Directors of the Company;
- Audit Committee of the Board of Directors;
- Sole executive body (hereinafter – SEB);

- Collegial body (Operating Committee of the Company);
- Center of Responsibility for Risk Governance and Internal Control (RM&IC CR);
- Structural divisions and employees of the Company;
- Business process owners;
- Risk owners (co-owners);
- Responsible for the implementation of risk governance measures;
- Risk coordinators;
- Owners (co-owners) of internal control procedures;
- Responsible for monitoring the implementation of internal control procedures.

**Main services of the key RM&ICS units**

Main services of a unit within the framework of the Company's RMICS	
RM&ICS unit	Main functions
RM&ICS (a structural subdivision of Gazprom, PJSC responsible for the Risk Governance and Internal Control Unified Policy of Gazprom and Gazprom Group companies)	<ul style="list-style-type: none"> <li>• This subdivision ensures implementation of the unified policy of Gazprom, PJSC, and Gazprom Group companies in the field of risk governance and internal control, provides methodological support for its implementation;</li> <li>• it coordinates the risk and internal control activities of Gazprom Group companies.</li> </ul>
<b>At OGK-2, PJSC level</b>	
Board of Directors	<ul style="list-style-type: none"> <li>• Approves the Company's internal documents on the Company's risk governance and internal control policy, including principles and approaches to the organization, operation and development of the RM&amp;ICS;</li> <li>• establishes maximum permissible and threshold levels of risks for the Company;</li> <li>• ensures organization, functioning and efficiency of RM&amp;ICS, including the results of the assessment and self-assessment of RM&amp;ICS, if necessary, make recommendations for its improvement.</li> </ul>
Audit Committee under the Company's Board of Directors	<ul style="list-style-type: none"> <li>• Monitors the reliability and efficiency of the RM&amp;ICS;</li> <li>• conducts preliminary review and makes recommendations on issues within competence of the Company's Board of Directors relating to RM&amp;IC..</li> </ul>
Sole Executive Body	<ul style="list-style-type: none"> <li>• Reviews the information from RM&amp;IC on key risks and risk governance measures, if necessary, makes recommendations on improving risk governance and monitoring measures, internal control procedures;</li> <li>• ensures functioning of the RM&amp;ICS;</li> <li>• approves the Limits for individual risks within its competence, determined by the regulation on it.</li> </ul>

Main services of a unit within the framework of the Company's RMICS	
RM&ICS unit	Main functions
Collegial Body	<p>Carries out preliminary review before the Governance Bodies of the Company concerning the following:</p> <ul style="list-style-type: none"> <li>• draft local regulations of the Company in the field of risk governance and internal control, proposals for their development, updating;</li> <li>• RM&amp;ICS efficiency self-assessment results;</li> <li>• proposals of RM&amp;IC CR on the appointment of Owners (Co-owners) of risks from among the structural divisions of the Company.</li> </ul>
RM&IC CR	<ul style="list-style-type: none"> <li>• It coordinates the activities of structural divisions for risk governance and internal control, determines the risk governance and internal control guidelines, and provides consolidated reporting on the system for the governance bodies.</li> </ul>
Risk owners (co-owners)	<ul style="list-style-type: none"> <li>• Ensure functioning of RM&amp;ICS within the frames of a business process.</li> </ul>
Business process owners	<ul style="list-style-type: none"> <li>• Ensure functioning of RM&amp;ICS within the frames of a business process.</li> </ul>

Based on the results of the functioning of the RM&IC in the Company for 2022, 37 risks were identified, including:

No critical risks were identified.

- 16 significant risks;
- 21 insignificant risks;
- **no critical risks were identified.**

In order to implement the Risk Governance and Internal Control Policy of OGK-2, PJSC, the following activities were implemented in 2022:

- The regulatory and methodological support of risk governance and internal control has been improved, including development of guidelines for quantitative risk assessment.
- The register of key risks and key risk indicators have been updated, risk owners have been updated.

- A training course on the risk governance system and internal control has been developed as part of the risk control system accreditation starting from 2023.

- OGK-2 passed the certification audits, confirmed its certificates of QMS compliance with P ISO 9001-2015 and STO Gazprom 9001-2018 standards and compliance of the energy governance system with requirements of ISO 50001:2018.

Risk monitoring has been carried out since 2022 quarterly. For these purposes, for each significant risk risk indicators that allow predict the dynamics of risk levels and take timely action to keeping them at an acceptable level.

Since 2022, a risk governance report of OGK-2, PJSC is prepared every six months for the Board of Directors. The report presents the results of identification, qualitative assessment and forecasting of key risks, as well as results of key risks governance within the framework of the selected strategies and proposals for planned activities.

### 5.6.2 PROCEDURE FOR ASSESSING POTENTIAL AND ACTUAL DAMAGE OF RISK OCCURRENCE

In accordance with the Company's approved Guidelines on Risk Governance Using Qualitative Assessments, at least twice a year an expert review of risk occurrence is carried out (from 1 to 5 points) to define the risk impact on the following areas: financial indicators of the Company's business plan and non-financial indicators (people's health and life, environment, reputation). The assessment of financial damage is carried out on a scale that is a two-dimensional matrix of absolute

and relative deviations of the actual (forecast) values of indicators from the planned ones. The probability of risk occurrence is assessed by experts according to a probability rating scale and statistical data, in points from 1 to 5.

### 5.6.3 SUSTAINABLE DEVELOPMENT RISKS

Name of risks/risk group	Characteristics of the risk group	Risk governance
<b>ENVIRONMENTAL RISKS</b>		
The risk of sanctions imposed by regulatory authorities for violations of environmental law	Violations of environmental law identified by the state environmental supervision bodies that were not eliminated within the prescribed period through the risk owner's fault.	<ul style="list-style-type: none"> <li>Monitoring of draft regulatory legal acts (RLAs);</li> <li>control of the technological process compliance with the process flow diagrams;</li> <li>exercising control over the contractors' activities;</li> <li>supervision of the branch structural units operations;</li> <li>monitoring deadlines for the implementation of environmental protection measures;</li> <li>improvement of the Issuer's environmental safety through the implementation of programs aimed at adverse impact mitigation;</li> <li>continuous assessment of the level of the Issuer's impact on the environment;</li> <li>compliance with the regulatory legal acts and permits;</li> <li>compliance with regulations in fuel combustion and water treatment processes;</li> <li>inspection of equipment technical condition;</li> <li>timely maintenance and repairs of equipment.</li> </ul> <p>Governance and monitoring of disturbance risks for aquatic biological resources in the Company operation areas is carried out at all stages of OGK-2, PJSC production process.</p> <p>In order to reduce the adverse impact on aquatic biological resources, appropriate measures to minimize the adverse impact are applied at water intakes of power plants. Fish protection structures are one of such measures.</p>

Name of risks/risk group	Characteristics of the risk group	Risk governance
<b>ENVIRONMENTAL RISKS</b>		
		<p>The power plants carry out activities to stock water bodies with fish. In the period 2019–2020 OGK-2, PJSC stocked the Krasnoyarsk and Troitsk reservoirs with fish.</p> <p>Annually, juveniles of aquatic biological resources are released into reservoirs on the Shelon River. For the period from 2021 to 2023, Novocherkassk SDPP developed a program for stocking the Don River basin with fish. This activity will result in the release of 679,307 young sterlet.</p>
The risk of increased payments for the use of natural resources and the environmental impact	Excess payments (beyond Business Plan) for Adverse Environmental Impact, payments for water use due to failure to comply with environmental law, failure to obtain permits in due time, exceeding of emission standards.	<ul style="list-style-type: none"> <li>Monitoring compliance with validity periods of permits;</li> <li>fuel quality control;</li> <li>handling claims with suppliers in case of deterioration of the coal quality;</li> <li>compliance with regulations in fuel combustion and water treatment processes.</li> </ul>
<b>NATURAL AND CLIMATIC RISKS</b>		
The risk of adverse impact of natural and climatic factors (floods, earthquakes, storms and hurricanes, abnormally low/high outdoor temperatures) on the production activities of the Issuer's Group	<p>The natural and climatic risk is understood as the risk of adverse impact of the following natural and climatic factors (floods, earthquakes, storms and hurricanes, abnormally low/high outdoor temperatures) on the production activities of the Issuer's Group, potentially leading to:</p> <ul style="list-style-type: none"> <li>interruptions in production process;</li> <li>interruptions in the supply of electricity and heat to consumers;</li> <li>introduction of gas consumption limits, switching to reserve/emergency types of fuel;</li> <li>harm to the life and health of employees</li> </ul>	<ul style="list-style-type: none"> <li>Assessment of the consequences during planning, development and implementation of investment projects;</li> <li>consideration of environmental aspects (including the reduction of greenhouse gas emissions);</li> <li>industrial environmental control and monitoring, assessing the impact of the Company's business activities on the environment;</li> <li>participation of the Group in environmental programs and projects aimed at achieving sustainable development in the regions where it operates;</li> <li>stimulating research and implementation of innovative projects aimed at improving energy efficiency, using renewable energy sources and unconventional energy resources;</li> </ul>

Name of risks/risk group	Characteristics of the risk group	Risk governance
<b>NATURAL AND CLIMATIC RISKS</b>		
	<ul style="list-style-type: none"> <li>environment pollution;</li> <li>damage to equipment, accidents.</li> </ul> <p>Also, as a result of the ambient air temperature rise, the following risks may occur for power generating companies:</p> <ul style="list-style-type: none"> <li>an increase in cooling water temperature leads to a decrease in turbine efficiency and, consequently, to a decrease in cycle efficiency;</li> <li>decrease in CCGT efficiency;</li> <li>when the cooling water temperature rises in summer, capacity limitations occur;</li> <li>when the annual average temperature rises, there is a redistribution of electricity and heat production – in summer electricity production may be higher because of air conditioning, heat consumption in winter may be lower;</li> <li>the thermal impact on water bodies increases with the rise of the ambient air temperatures.</li> </ul>	<ul style="list-style-type: none"> <li>applying the best available technology to the various stages of production activities, including the procurement of technology, materials and equipment.</li> </ul>
<b>INFORMATION SECURITY RISK</b>		
Violation of data integrity, availability, confidentiality	<p>The Issuer's group is aware of the importance of modern challenges and threats to information security in the context of accelerated automation and digitalization of business and technological processes.</p> <p>The focus is constantly made on the development of information security governance processes, operational monitoring and assessment of IT security status within business scope of the Issuer's Group.</p> <p>Compliance with the principles, rules and requirements of information security is an element of corporate culture and an important condition in the implementation of daily activities.</p> <p>The Issuer's group identifies the risk of data integrity, availability and confidentiality compromising because of the threat of unauthorized access to information or actions with information that violate the rules of access control using standard media provided by computers and automated systems, and also the threat of unauthorized disclosure of protected information to persons who do not have access to this information.</p>	<ul style="list-style-type: none"> <li>Improvement of information security processes;</li> <li>organization of protection against targeted attacks;</li> <li>raising awareness of employees of the Issuer's Group in the field of information security;</li> <li>protection of process control systems;</li> <li>conclusion of contracts for the maintenance of individual information systems.</li> </ul>

**5.6.4 ASSESSMENT OF RELIABILITY AND EFFICIENCY OF THE RISK GOVERNANCE AND INTERNAL CONTROL SYSTEM IN THE REPORTING PERIOD**

In accordance with the RM&IC Policy of OGK-2, evaluation and monitoring of the RM&ICS efficiency is carried out through self-assessments, internal and external audits. A self-assessment of RM&ICS performance is carried out by the Risk Owners and is included in RM&ICS annual operation report for the accounting period. The internal assessment of RM&ICS performance is carried out on a periodic basis by the Company's structural unit, whose functions include organizing and carrying out internal audits in accordance with the established procedure.

According to the results of the self-assessment of the RMS component for 2022, the compliance ratio increased by 0.015 points compared to 2021 and amounted to 0.767 (the rating is "good", the level of development of the RMS as a whole ensures the effective functioning of the RMS).

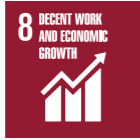






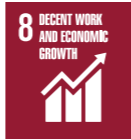





In accordance with "Guidelines for self-assessment of OGK-2, PJSC risk governance and internal control system performance" the coefficient characterizing the level of organization of the ICS is 0.69, which corresponds to the level of development – "generally effective functioning of ICS (good) and the need of further development".

In 2022, the Company also inspected ICS performance at OGK-2, PJSC in accordance with the Order of the Federal Tax Service of Russia No.ED-7-23/518@ dated May 21, 2021 "On Approval of the Requirements to Organization of the Internal Control System". The system had 69 points out of 100, which is higher than 64 points gained in 2021.

The Internal Audit Department conducted an audit of the reliability and effectiveness of the risk governance and internal control system of OGK-2, PJSC for 2021. The conclusion based on the results of the internal audit, confirming the reliability and effectiveness of the risk governance and internal control system of OGK-2 was considered by the Board of Directors on May 30, 2022 (extract from the minutes meeting of the Board of Directors dated May 30, 2022 No. 278).



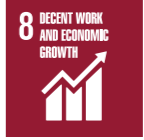
# ESSENTIAL TOPICS

	Operating and financial results	Environmental protection	Our employees and social support	Health and safety	Interaction with local communities	GRI content index
UN Sustainable Development Goals		    	 	 	  	
Essential topics*	<b>Economic impact</b>	Optimization of the use of raw materials and materials Energy efficiency and energy saving Water use and wastewater governance Atmospheric emissions	<b>Operation in regions</b> Conditions of employment and work of employees Professional advancement and vocational training for employees Equal career opportunities	Occupational health and safety of workers in the workplace, industrial safety	<b>Indirect economic impact</b> <b>Impact on local communities</b> <b>Approach to taxation</b>	Interaction with employees when there is a change in employment relationship Freedom of association and collective bargaining for workers
GRI standards	GRI 201: Economic indicators	GRI 301: Materials GRI 302: Energy GRI 303: Water consumption and water discharge GRI 305: Atmospheric emissions	GRI 202-1: Market presence GRI 401: Employment GRI 404: Training and education GRI 405: Diversity and equal opportunities	GRI 403: Health and safety in the workplace	GRI 203: Indirect economic impact GRI 413: Impact on local communities GRI 207: Taxes	GRI 402-1: Interaction with employees GRI 407: Freedom of association and collective bargaining
Report page	64	72	86	98	106	116

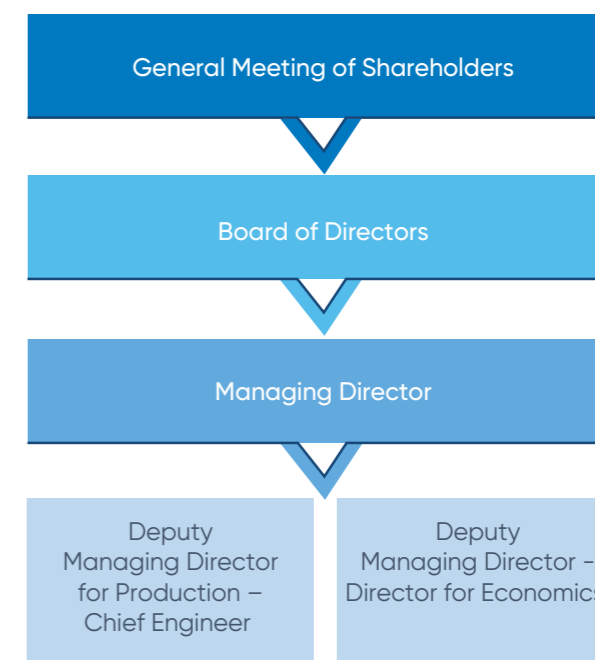
\* Aspects: **economic**, **environmental** and **social**.



# 6. OPERATING AND FINANCIAL RESULTS

<p><b>Essential topic</b></p> <ul style="list-style-type: none"> <li>• Economic impact</li> </ul>	<p><b>UN Sustainable Development Goals</b></p> 
<p><b>Key events</b></p> <ul style="list-style-type: none"> <li>• <b>50,0925.4</b> million kWh (-3.9 %) Electricity sold<sup>7</sup></li> <li>• <b>45,607.9</b> mln kWh useful supply of electricity (-2.3%)</li> <li>• <b>15,178.1</b> MW capacity sales (+14.7%)</li> <li>• <b>RUB 22,023</b> million – retained economic value</li> </ul>	<p><b>Objectives and initiatives</b></p> <p>Making profit from the activities of the Company</p> <p>Ensuring uninterrupted production of electrical energy and power, thermal energy, thermal power, coolant</p>

### Distribution of responsibilities



<sup>7</sup>Total (excluding Svobodnensk TPP).

Main regulatory documents

Internal documents	External documents
<ul style="list-style-type: none"> <li>Regulations for the procedure 'On the governance of non-conforming products', Rpd 01.08-03-12</li> <li>Order of OGK-2, PJSC dated June 28, 2022 No. 182 "On the Enactment of the Business Planning Standard and Approval of the Rules for Interaction between OGK-2, PJSC and Gazprom Energoholding, LLC as part of the business planning process"</li> </ul>	<ul style="list-style-type: none"> <li>Federal Law No. 35-FZ of March 26, 2003 (as amended on November 21, 2022) "On the Electric Power Industry"</li> <li>Decree of RF Government as of December 27, 2004 No. 861 (as amended on June 30, 2022) "On approval of the Rules for non-discriminatory access to services for the transmission of electric energy and the provision of these services, the Rules for non-discriminatory access to services for operational dispatch control in the electric power industry and the provision of these services, the Rules for Non-Discriminatory Access to the Services of the Administrator of the Wholesale Market Trading System and the Provision of These Services and the Rules for the Technological Connection of Power Loads, Electricity Generation Facilities, and Electric Network Facilities Owned by Grid Companies and Other Persons to Electrical Networks"</li> <li>Decree of RF Government as of December 27, 2004 No. 854 (as amended on October 26, 2022) "On approval of the Rules for operational dispatch control in the electric power industry"</li> <li>Federal Law No. 190-FZ of July 27, 2010 (as amended on May 1, 2022) "On Heat Supply"</li> <li>Decree of RF Government as of 08.08.2012 No. 808 (as amended on 11.25.2021) "On the organization of heat supply in the Russian Federation and on amendments to some acts of the Government of the Russian Federation"</li> <li>Decree of RF Government as of October 22, 2012 No. 1075 (as amended on October 10, 2022, as amended on November 14, 2022) "Heat supply pricing"</li> </ul>

### 6.1 Governance approach

[GRI 3-3]

OGK-2 is the main supplier of heat and electricity to households and industrial enterprises in the regions where it operates. Operational and financial performance is of great social importance and affects all consumers of electricity and heat.

The key tool for ensuring the control of economic sustainability and performance is the system of key performance indicators (KPIs). The KPI target values for senior governance, which are updated annually, include, among other things, values for indicators describing both the current state and prospects of

the Company's economic performance. At the end of 2022, most of the target values were achieved or even significantly exceeded the expected results.

### 6.2 Customer orientation

[GRI 2-6]

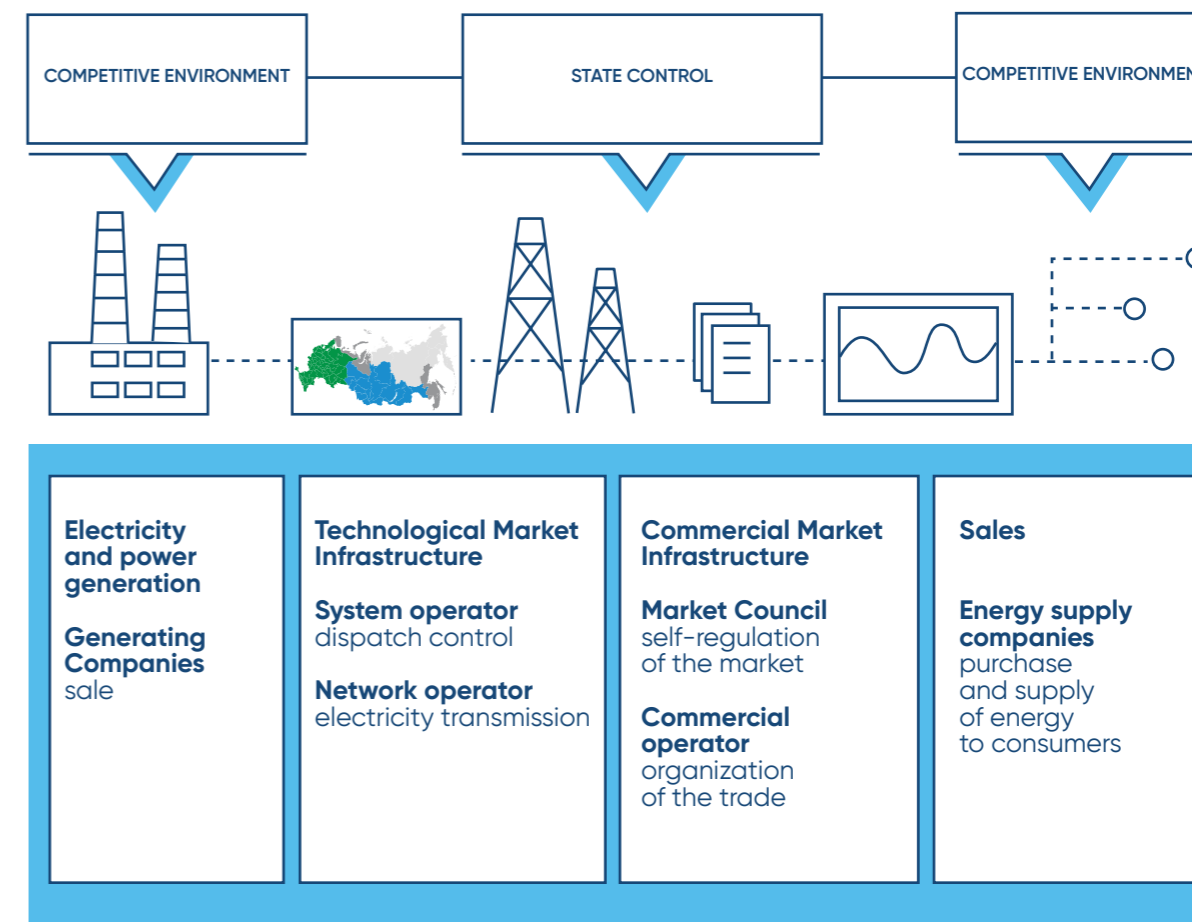
Customer orientation is intended to ensure safe, uninterrupted and trouble-free operation of power plants, thanks to which the Company can meet the demand of consumers for electrical energy. All electricity sales in Russia comply with the rules of the wholesale electricity and capacity market (WECM).

OGK-2, PJSC fleet mainly includes thermal power plants that generate electricity and heat: SDPP (GRES) and TPPs. There are no HPSs designed for significant

heat production in the fleet, so electricity generation significantly prevails over heat generation.

The Russian electric power industry combines monopoly (transmission, system governance) and competitive (generation and marketing) activities.

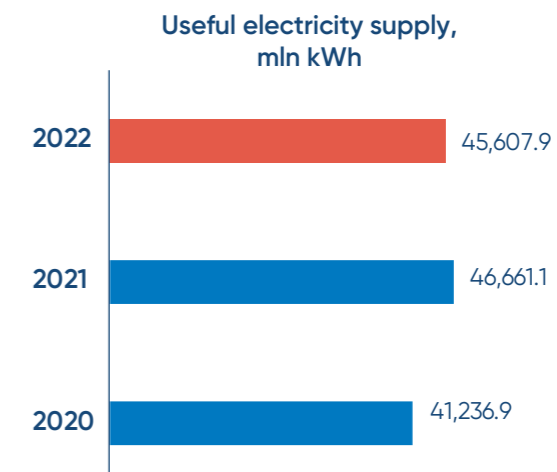
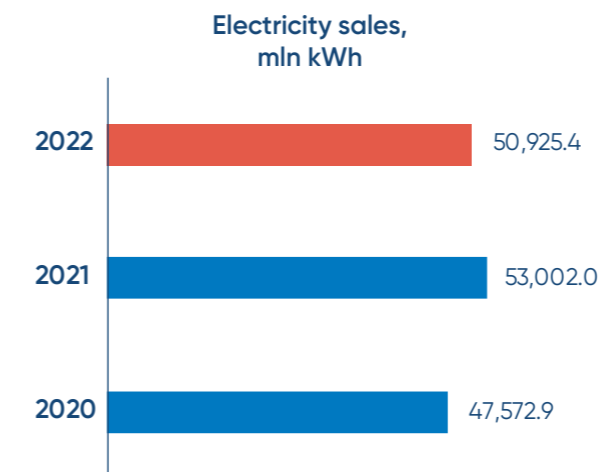
**OGK-2, PJSC is one of the largest power generators in Russia and an active market player, an electric power industry entity that not only sells, but also purchases electricity and capacity.**



### 6.3 Operating results

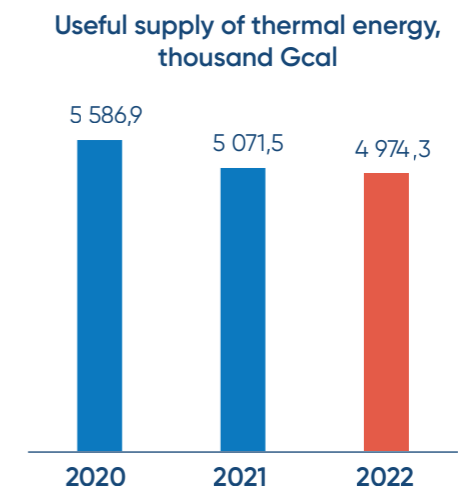
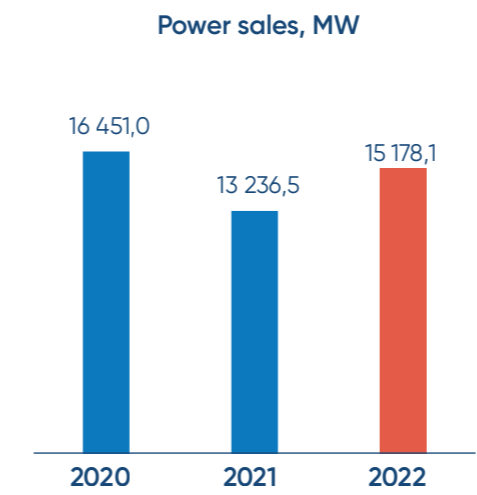
[GRI 2-6]

- | Technological infrastructure includes:   | Commercial infrastructure includes:   |
|--|---|
| <ul style="list-style-type: none"> <li>• company responsible for a dispatch control (System Operator, JSC);</li> <li>• company managing the unified national electric grid (Rosseti, PJSC);</li> <li>• and interregional distribution network companies (IDNCs, subsidiaries of Rosseti Group).</li> </ul> | <ul style="list-style-type: none"> <li>• association of all participants of the electric power industry and large consumers of electric energy (NPt "Market Council");</li> <li>• commercial operator of the wholesale market (ATS, JSC), as well as the organization of financial settlements (CFR, JSC).</li> </ul> |



Electricity sales amounted to 50,925.4 million kWh, having decreased by 3.9%, useful electricity supply decreased by 2.3%, to 45,607.9 million kWh<sup>9</sup>.

The change in the volume of production and sales of electricity is due to a decrease in consumption in certain regions, as well as the optimization of the operation of inefficient equipment.



Capacity sales amounted to 15,178.1 MW, which is 14.7% more than in 2021. The increase is due to the status of forced generators at power units No. 1-7 of Novochoerkassk SDPP, which did not supply power to the WEM in 2021.

Useful supply of thermal energy amounted to 4,974.3 thousand Gcal, which is 1.9% lower than a year earlier. The main reasons for the decrease in the volume of productive supply of thermal energy in 2022 compared to 2021 were:

- reduction in the volume of consumption of thermal energy by the main counterparty of LLC Kirishsk SDPP KINEF;

- termination of heat supply to the Energy workers village at Troitsk SDPP after commissioning of a heating boiler house (from November 1, 2022, heat energy is sold only to industrial consumers from collectors).

Sales companies purchase electricity and power energy in the wholesale and retail markets and sell it to the end consumers. Generating companies generate and sell electrical energy and power on the wholesale or retail markets to sales organizations or end consumers.

The wholesale electricity market (WEM) plays the key role in electricity sales of OGK-2, PJSC<sup>8</sup>.

WEM operates on the territory of regions united in price and non-price zones.

- In the price zones of the wholesale market, the purchase and sale of electrical energy and capacity is carried out at free (non-regulated) prices. Two price zones are distinguished: 1) the territory of the European part of Russia and the Urals and 2) the territory of the Siberian Federal District. This is due to the peculiarities of planning and maintaining the regime due to differences in the generating equipment and existing network restrictions on the flow of active power from one price zone to another.
- Non-price zones, where, for technological reasons, the organization of market relations is not yet possible, and the sale of electricity and power is carried out according to special rules.

Electricity within the price zones can be sold at regulated prices under regulated contracts (RCs) and at competitive (non-regulated) prices on the day-ahead market (DAM), on the balancing market (BM), under free contracts.

- RCs are signed only in relation to electricity and power supplied to the population, groups equated to the population, as well as in a number of individual subjects of the Russian Federation. Prices for RCs are determined by the Federal Antimonopoly Service of Russia.
- DAM is a competitive selection of price bids from suppliers and buyers a day before the actual supply of electricity with the determination of prices and supply volumes for each hour of the day. The price is determined based on the balance of supply and demand.
- DAM one day before delivery determines the planned volumes of production and consumption, however, the actual consumption inevitably differs from the planned one. Trade in diversions of actual production/consumption from planned volumes is carried out in real time on the BM.

About 80% of the electricity generated by OGK-2, PJSC is sold to the WEM under free contracts.

### The wholesale market plays the main role in electricity sales of PJSC OGK-2.

<sup>8</sup>The wholesale electricity market is the sphere of circulation of special goods (electricity and capacity) within the framework of the Unified Energy System of Russia within the boundaries of the single economic space of the Russian Federation.

<sup>9</sup>Total (excluding Svobodnensk TPP).

## 6.4 Financial results

From the point of view of sustainable development, the company's financial results are best characterized by the «retained economic value» indicator, which reflects the amount that the company can invest in business development after paying all necessary costs. This indicator represents the balance of funds after the amount received by the company is deducted from the costs incurred by key stakeholders.

Retained economic value in 2022 amounted to RUB 21,267 million, up 21.1% year-on-year. The main reason for the change in retained economic value was the increase in payments to capital providers.

**Retained economic value = Direct economic value created**

(revenue from operations, income from financial investments, asset sales)

**- Distributed economic value**

(operating costs (including payments to suppliers), payments to employees, shareholders, investors, creditors, government, local communities and for charitable purposes).

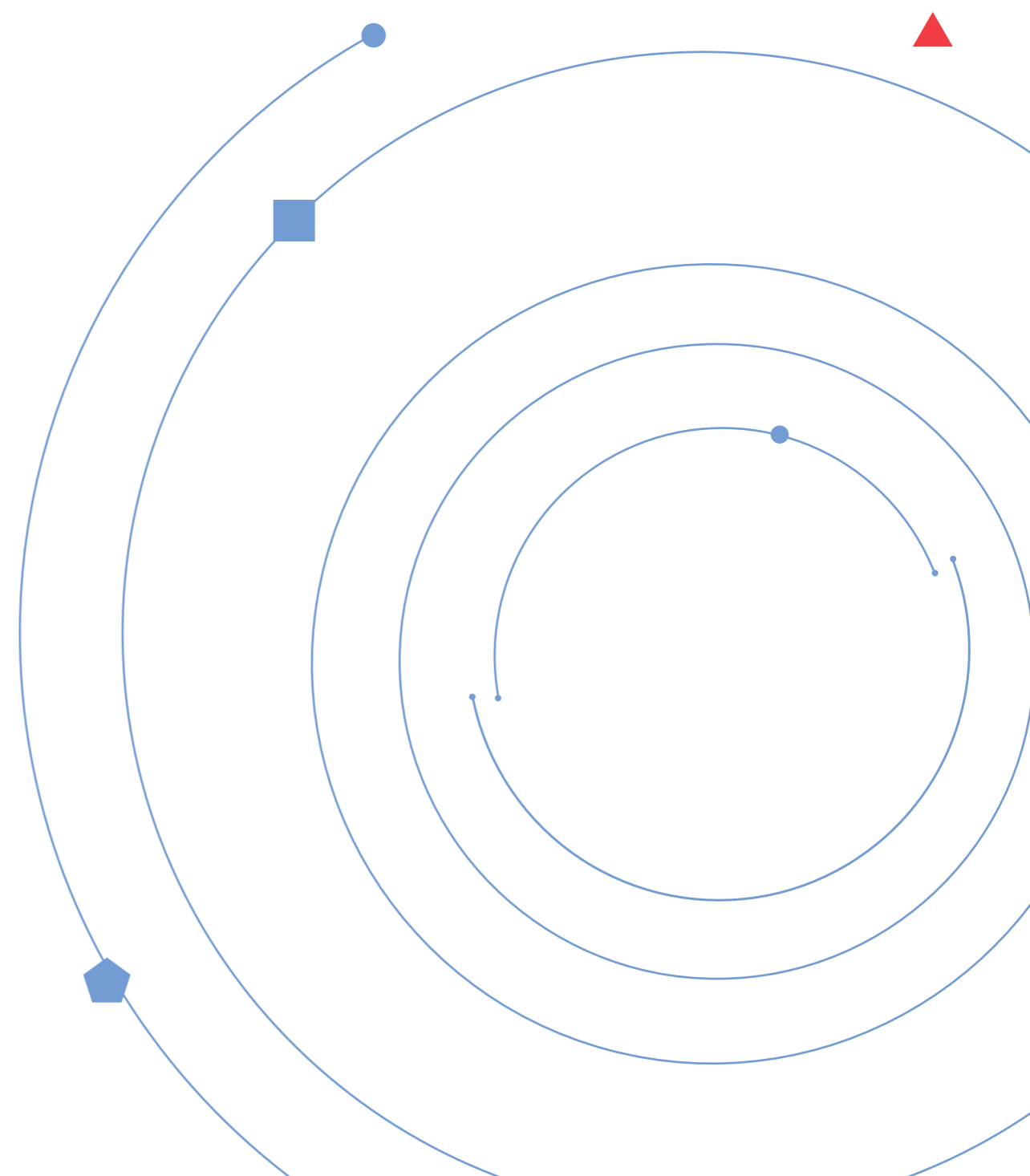
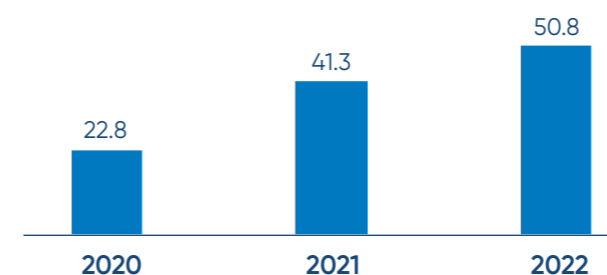
### GENERATED AND DISTRIBUTED DIRECT ECONOMIC VALUE OF OGK-2<sup>10</sup>, PJSC, MILLION RUBLES

[GRI 201-1]

	2020	2021	2022
<b>Direct economic value generated</b>	<b>122,407</b>	<b>142,073</b>	<b>146,758</b>
Revenue	120,687	141,574	143,377
Income from financial investment	895	889	2,611
Share of associates and joint ventures in the financial result	825	-390	770
<b>Allocated economic value</b>	<b>114,354</b>	<b>115,521</b>	<b>124,735</b>
Operational costs	89,563	90,202	92,275
Wages and other payments and benefits to employees	9,485	8,984	10,141
Payments to investors	8,955	8,910	13,704
Governmental payments	6,344	7,420	8,610
Investment in local communities / charity	7	5	5
<b>Retained economic value</b>	<b>8,053</b>	<b>26,552</b>	<b>22,023</b>


[GRI 201-4]

**Subsidies for the difference in tariffs for the sale of heat, million rubles**

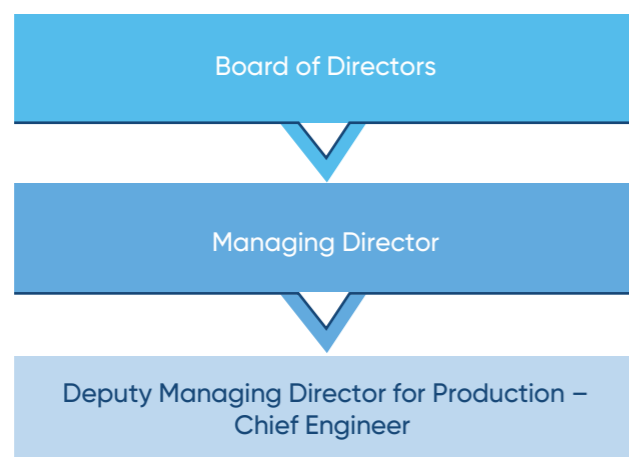


# 7. ENVIRONMENTAL PROTECTION



<p><b>Essential topics</b></p> <ul style="list-style-type: none"> <li>• Optimization of the use of raw materials and materials</li> <li>• Water use and wastewater governance</li> <li>• Energy efficiency and energy saving</li> <li>• Atmospheric emissions</li> </ul>	<p><b>UN Sustainable Development Goals</b></p> 
<p><b>Key events</b></p> <ul style="list-style-type: none"> <li>• 503 tons of CO<sub>2</sub>-eqv/ million kWh – reduction of CO<sub>2</sub> emissions into the atmosphere (relative to the base year 2018)</li> <li>• Total waste generated in 2022 amounted to 364,027.6 tons, which is 68.2% less than in 2021</li> </ul>	<p><b>Objectives and initiatives</b></p> <ul style="list-style-type: none"> <li>• Reduction of NO<sub>x</sub> emissions into the atmosphere (in relation to the base year 2018), thousand tons of equivalent CO<sub>2</sub>/million kWh</li> <li>• Target indicators for reducing greenhouse gas emissions into the atmosphere (target value of 0.54 thousand tons of equivalent CO<sub>2</sub>/million kWh, actual value of 0.50 thousand tons of equivalent CO<sub>2</sub>/million kWh). The actual value has not exceeded the target one</li> <li>• Reduction in the share of waste sent for disposal (compared to the baseline year 2018)</li> <li>• Reduction of the share of excessive charges for adverse environmental impact (compared to the baseline year 2018)</li> </ul>

Distribution of responsibilities



Main regulatory documents

Internal documents	External documents
<ul style="list-style-type: none"> <li>• Environmental Policy of OGK-2, PJSC</li> <li>• Regulation "Procedure for Waste Governance in OGK-2, PJSC"</li> <li>• Regulation "Organization of the process of accounting for the implementation of water use in OGK-2, PJSC"</li> </ul>	<ul style="list-style-type: none"> <li>• Federal laws of the Russian Federation</li> <li>• Regulatory legal acts in the field of protection of environment and aquatic biological resources</li> <li>• Orders of federal agencies, ministries and departments in the field of environmental safety and sanitary and epidemiological welfare of the population</li> <li>• National standards in the field of ecology</li> </ul>

## 7.1 Governance approach

[GRI 3-3]

The Company declares its commitment to sustainable development, based on a balanced and socially acceptable combination of economic growth and the preservation of a good environment for future generations, which are specified in the Environmental Policy of OGK-2, PJSC. Its main objectives are to reduce the adverse impact on the environment and to increase social responsibility in doing business in the regions where the Company operates.

OGK-2 carries out activities directly related to the use of natural resources and the impact on the environment. The generation of electrical and thermal energy has an adverse effect on the environment through:

- atmospheric emissions and greenhouse gases;
- wastewater discharges to water bodies;
- formation and disposal of industrial waste;
- noise, heat, vibration, electromagnetic fields.

Recognizing its responsibility to society for preserving a favorable environment and ensuring environmental safety, the Company has made commitments in line with the objectives set out in the Environmental Policy.

Objectives and obligations in line with the Environmental Policy	
Compliance with environment protection law	Ensuring compliance with legal requirements established by international legal acts in the field of environmental protection, the legislation of the Russian Federation, the legislation of the regions where the Company operates, internal regulations of the Company and its subsidiaries related to environmental aspects.
Precautions and preventive measures	Implementing preventive action to avoid adverse environmental impacts, which means that adverse impact preventive measures have a priority over measures aimed at mitigating such impacts.
Adverse impact reduction	Ensuring the reduction of adverse impacts on the environment and taking all possible measures to preserve biodiversity.
Commitment regarding greenhouse gas emissions	Taking measures to reduce specific greenhouse gas emissions.
Efficiency and rational use of resources	Improving the energy efficiency of production processes. Rational use of natural and energy resources.
Use of the latest technologies	Applying the best available technologies at different stages of production activities.
Prudence in implementing investment projects	Minimization of risks of adverse environmental impact at all stages of investment projects, including natural objects with high vulnerability and objects whose protection and conservation is of particular importance.
Employee involvement	Employees involvement in activities to reduce environmental risks. Striving for continuous improvement in environmental performance.
Training	Increasing the competence and awareness of the role of employees in environmental issues.
Openness	Ensuring that environmental information related to environmental protection activities and solutions is open and accessible.

### 7.1.1 CARRYING OUT ENVIRONMENTAL AUDITS

[GRI 2-27]

#### Information on inspections by supervisory authorities in the field of environment protection

	2020	2021	2022
Total number of inspections, incl.:	23	23	7
scheduled inspections	10	3	1
unscheduled inspections	13	20	6
Violations detected	13	20	5

In 2022, the number of scheduled and unscheduled inspections of the Company's production activities by supervisory authorities in the field of environmental protection decreased by more than 3 times compared to 2021. Also the number of detected violations significantly (4 times) decreased. The decrease in the number of comments is due to regular environmental control and monitoring of environmental impact, as

well as periodic inspections of production facilities and contractors in order to promptly identify, eliminate and prevent possible environmental risks. All planned measures to eliminate the identified violations in 2022 were implemented in full and on time.

#### Complaints on environmental issues received during the reporting period and their resolution

Total number of complaints received from the public, pcs.			Percentage of complaints initiated in the reporting period, pcs./%			Percentage of complaints resolved in the reporting period, pcs./%		
2020	2021	2022	2020	2021	2022	2020	2021	2022
-	-	-	-	-	-	-	-	-

**No complaints on environmental issues have been recorded for 3 years.**

### 7.1.2 ENVIRONMENTAL PROTECTION COSTS

OGK-2 makes the environmental protection payments to the full extent necessary to meet the requirements of environment protection law. Investment activities are financed to the extent necessary to bring equipment performance in line with best available techniques (BAT), to meet regulatory targets and to comply with the requirements of the supervisory authorities in terms of environmental performance improvement. Significant environmental aspects of the Company's

facilities include nitrogen oxide emissions, petroleum product discharges and noise impacts. The necessary measures to ensure the standards for these impacts are being implemented and provided with funding.

The total environmental protection costs in 2022 amounted to RUB 571,045 thousand.

For more details on the structure of environmental protection costs in terms of nature of investments and focus areas, see Appendix to this Report.

## 7.2 Energy efficiency and resource saving

[GRI 302-4 • 302-5]

The Company's energy efficiency and energy saving policy is a set of measures aimed at creating the necessary organizational, legal, financial, material and other conditions for the rational and economical use of fuel and energy resources (FER).

OGK-2 has developed the Energy Saving and Energy Efficiency Improvement Program (hereinafter referred to as the Program) in accordance with Federal Law No. 261-FZ dated November 23, 2009 "On Energy Saving and Energy Efficiency Improvement and on Amendments to Certain Legislative Acts of the Russian Federation" (further – Federal Law No. 261-FZ), Decree of RF Government dated May 15, 2010 No. 340 "On the Procedure for Establishing Requirements for Energy Saving and Energy Efficiency Improvement Programs by Organizations Carrying out Regulated Activities", Order of the Ministry of Energy of the Russian Federation dated June 30, 2014 No. 398 "On approval of requirements to the energy saving and energy efficiency improvement programs of companies with the participation of the state and municipality, companies engaged in regulated activities, and programs progress reporting".

Based on the geography of the regions where OGK-2 branches are located, as well as the need to take into account and comply with the requirements of the regulator for a particular region, the Program indicators are updated on a regular basis (annually).

In 2022, as a result of the implementation of the energy saving and energy efficiency improvement program, the total savings in fuel and energy resources amounted to 6,141 e.f.t., including 4,460 Gcal of thermal energy; 4,588 e.f.t of fuel, of which 2,114 e.f.t is natural gas.

#### Energy savings program efficiency indicators

	UoM	Value
Savings of fuel and energy resources due to the implementation of the energy saving program, total	2020, thous. e.f.t.	6.1
Including electricity savings, total	million kWh	0
including by reducing the cost of power plants' own needs	million kWh	0
Including heat savings, total	thousand Gcal	4.5
Including water saving, total	thousand tons	0
Including fuel savings, total	2020, thous. e.f.t.	4.6
including by types:		
coal	2020, thous. e.f.t.	2.5
gas	2020, thous. e.f.t.	2.1
fuel oil	2020, thous. e.f.t.	0
Cost of energy resources saved due to energy saving program	RUB thousand	36,483

The resulting economic effect is obtained from modernization, technical re-equipment and repair of the main and auxiliary equipment of power plants.

### 7.2.1 FUEL USE

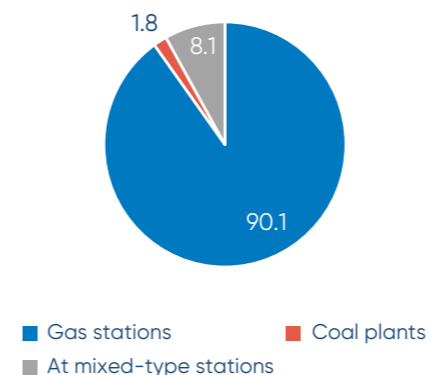
[GRI 302-1]

The technological process of heat and power generation involves the use of various fuels (gas, fuel oil and coal) as the main raw materials, as well as significant water consumption for technological and household needs. All raw materials used are fully compliant with existing national standards and do not contain polychlorinated biphenyls or similar substances.

Energy consumption and energy efficiency governance issues are governed by the Federal Law No. 261-FZ. At OGK-2, an energy survey was carried out in 2016 by Technology Center LLC.

Energy performance certificates obtained after audits			
Executed by	Certificate No.		Date of registration
	with the Ministry of Energy of the Russian Federation	with a self-regulatory organization	
Technology Center LLC	11353/Э-026/2016	428-GPE/16	November 2016

Structure of heat supply by fuel types, %



**Gas stations:**

Surgutskaya GRES, Stavropolskaya GRES, Kirishskaya GRES, Serovskaya GRES, Pskovskaya GRES, Adlerskaya TPP, Groznenskaya TPP

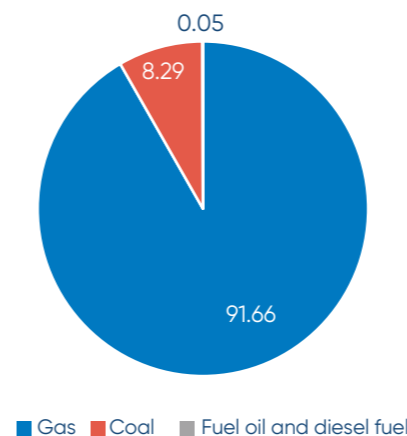
**Mixed-type stations:**

Ryazanskaya GRES, Novocherkasskaya GRES, Cherepovetskaya GRES

**Coal plants:**

Troitskaya GRES

Fuel balance, %



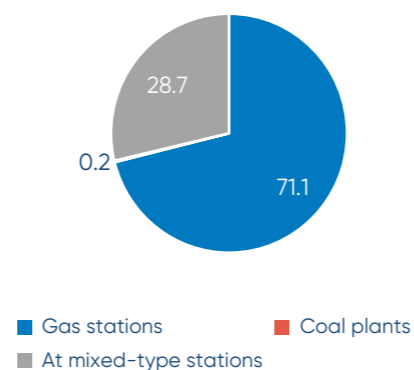
In 2022, total fuel consumption from non-renewable sources was 15,908 thousand equivalent fuel tons.

In 2022, the volume of energy consumed for production needs amounted to 0.5 million GJ.

Information on fuel consumption and specific reference fuel consumption (SRFC) is provided in Appendix to this Report.

Pursuant to clause 5 of article 15 of Federal Law No. 261-FZ (last edition), the need for a mandatory energy audit has been canceled.

Structure of electricity generation by fuel types, %



## 7.3 Emissions of greenhouse gases and air pollutants into the atmosphere

The Company's environmental policy contains commitments to reduce the adverse impact on the environment.

We find it important to monitor the Company's environmental impact and take measures to reduce emissions.

At a number of OGK-2 thermal power plants, an automated system has been organized to monitor

the quality and quantity of atmospheric emissions. The data obtained are used both, for internal control and governance decision-making based on their analysis, and for their transfer to dedicated nature governance and environment protection monitoring and regulatory companies.

In case of weather conditions resulting in dangerous levels of atmospheric air pollution,



thermal power plants take prompt measures to reduce atmospheric emissions.

In addition to the prompt reduction of atmospheric emissions, low-emission burners, flue gas recirculation schemes, two-stage combustion schemes and other high efficiency measures are being introduced in power and hot-water boilers at power plants.

Power plants regularly monitor the quantity and quality of emissions in accordance with the schedule for monitoring compliance with maximum permissible emissions standards for each source approved by the supervisory authorities. Regular control is carried out by accredited laboratories both directly at the sources of emission, and at specially selected points of urban development in order to monitor the state of atmospheric air in TPPs influence area.

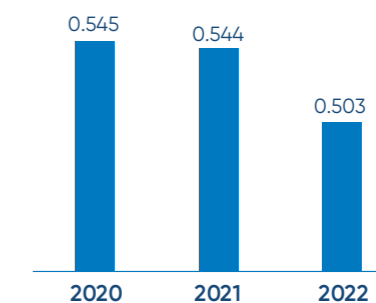
Specialists of the Company's branches plan the atmospheric air protection activities based on the analysis of emissions intensity and composition data, condition of instruments and equipment, a set of implemented measures and the best existing technologies.

All types of emissions are controlled by special permits – standards for maximum permissible emissions based on the requirements of Federal Law No. 96-FZ of May 4, 1999 «On the Protection of Atmospheric Air», clause 8, Article 15.

A noticeable reduction in emissions is associated with a significant change in the fuel balance of Novocherkassk SDPP towards replacing of coal with gas.

In addition, the Company annually implements large-scale investment projects, ensuring the introduction of new high-efficiency generating capacities and the decommissioning of obsolete and low-efficiency equipment. The result is more energy-efficient and environmentally friendly production.

CO<sub>2</sub> equivalent emissions per unit volume of production, tons CO<sub>2</sub>/million kWh



In 2022, the Company did not conduct transactions for the purchase and sale of emission allowances due to the absence of a domestic market for emission allowances and the possibility for Russian companies to participate in the trading of allowances on the international market.

### 7.3.1 CLIMATE CHANGE

The fight against climate change and the energy transition are the challenges which the world community is facing. As a result of higher human impact on the environment, the concentration of greenhouse gases in the atmosphere increases, which leads to higher natural greenhouse effect and rise of the average temperature on the planet. As a result, the climate is changing and the likelihood of natural disasters is increasing. Joint efforts are needed to prevent negative consequences.

We are fully aware of the dangers of climate change both globally and to our operations.

We understand that, as a power generation company, we can make a significant contribution to reducing the global carbon footprint.

We share the goals of the Paris Agreement and strive to contribute to elimination of the climate change adverse effect.

The Company in its activities is guided by climate goals, determined at the state level. In its activities in the field of low-carbon development, the Company is based on the Strategy for Socio-Economic Development of the Russian Federation with Low Greenhouse Gas Emissions until 2050<sup>11</sup>.

[GRI 305-5]

Achievements in reducing greenhouse gas emissions, thousand tons CO <sub>2</sub> -eq.		
Change in emissions compared to previous year		Main reasons for changes in 2022
2021	2022	
+2,910	-3,302	Replacement of coal with gas in the fuel balance of Novocherkassk SDPP.

### 7.3.3 ATMOSPHERIC EMISSIONS

The main pollutants produced during fuel combustion are the following:

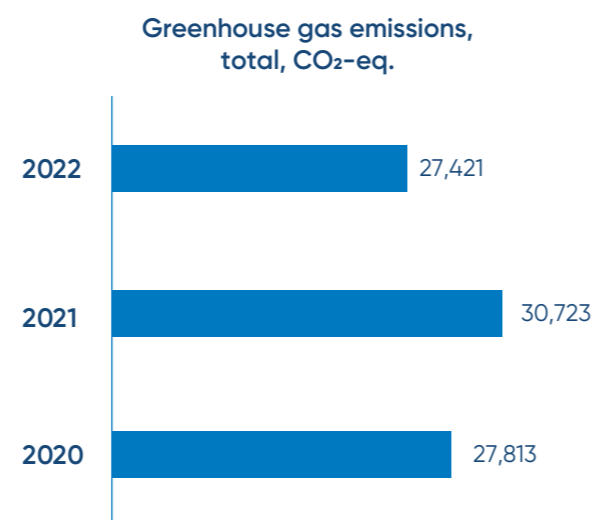
- **nitrogen oxides** (produced by combustion of any type of fossil fuel);
- **sulphur dioxide** (produced by burning coal and fuel oil);
- **fuel oil ash** (produced by burning fuel oil);
- **ash** (produced by burning coal)
- **carbon oxide** (produced by burning any type of fossil fuel).

### 7.3.2 GREENHOUSE GAS EMISSIONS IN

[GRI 305-1 • 305-4]

Greenhouse gas emissions are caused by the combustion of fuels, namely gas, coal and, in small quantities, fuel oil and diesel fuel.

Emissions reduction is achieved by replacing coal generation with gas generation. In recent years, there has been a decrease in greenhouse gas emissions. Thus, emissions for the reporting year were 3 million tons lower than emissions of the last three years.



[GRI 305-7]

#### Air emissions of NO<sub>x</sub>, SO<sub>x</sub> and other significant pollutants, t

	2020	2021	2022
Gross atmospheric emissions	138,561.196	139,839.535	65,006.100
Solids emitted	26,832.896	23,698.187	7,237.110
Gaseous and liquid substances emitted	111,728.300	116,141.348	57,768.990
Nitrogen oxides (converted to NO <sub>2</sub> )	35,761.910	39,236.619	28,586.940
Carbon oxide	12,067.854	12,935.733	7,606.630
Sulphur dioxide	63,236.848	63,540.226	21,151.770

<sup>11</sup>Approved by Decree of the Government of the Russian Federation dated October 29, 2021 No. 3052-r.

## 7.4 Responsible water consumption

[GRI 303-1 • 303-2 • 303-3 • 303-4]

The Company seeks to minimize the adverse impact of the use of water resources.

The production of heat and electricity is accompanied by the use of large quantities of water in the process cycle, as well as the discharge of wastewater.

The largest quantities of process water in thermal power plants are used in cooling systems where water is used for steam condensation.

Service water is also needed for cooling auxiliary equipment. After appropriate treatment in the water treatment plant, the process water is used to compensate for steam losses in the main cycle of the power plant and in the heat supply system. In addition, water is used to flush boiler heating surfaces, cleaning equipment (mainly boilers) from deposits. At coal thermal power plants, water is used to remove the resulting ash and slag to the ash dumps.

The source of service water for most thermal power plants is surface water. Water from the municipal water supply system is used for domestic purposes.

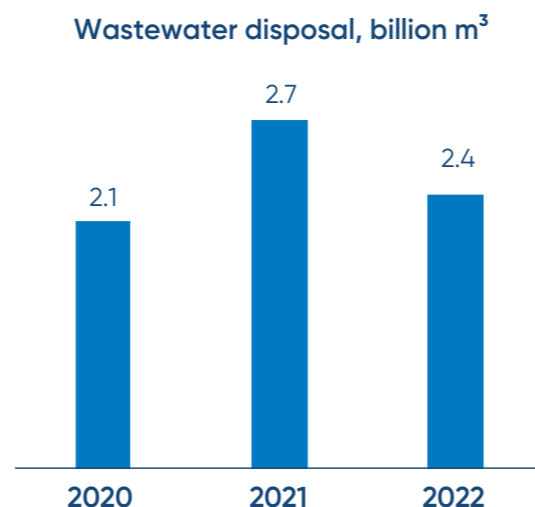
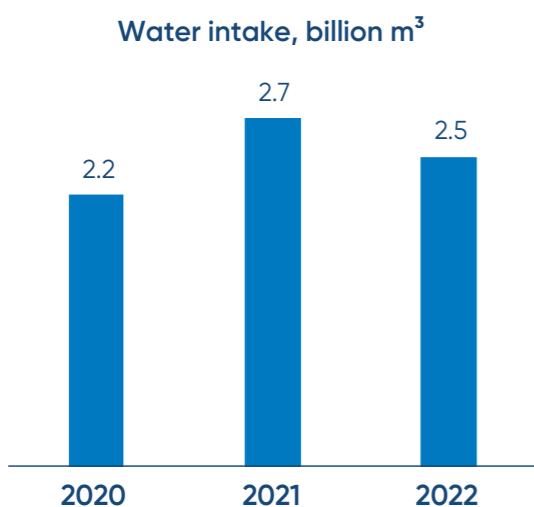
Branches of OGK-2 have all permits for water intake from natural sources.

In order to reduce the loss of water resources in 2022, each branch established standard values for water consumption and water disposal, and the Regulations of OGK-2, PJSC "Water metering during water use by OGK-2, PJSC" were developed. Compliance of the actual volumes of water consumption and wastewater disposal with the established normative value is checked every month. Regular work is carried out to identify, prevent and eliminate water leaks in water supply networks, as well as to minimize production and transport losses of water resources.

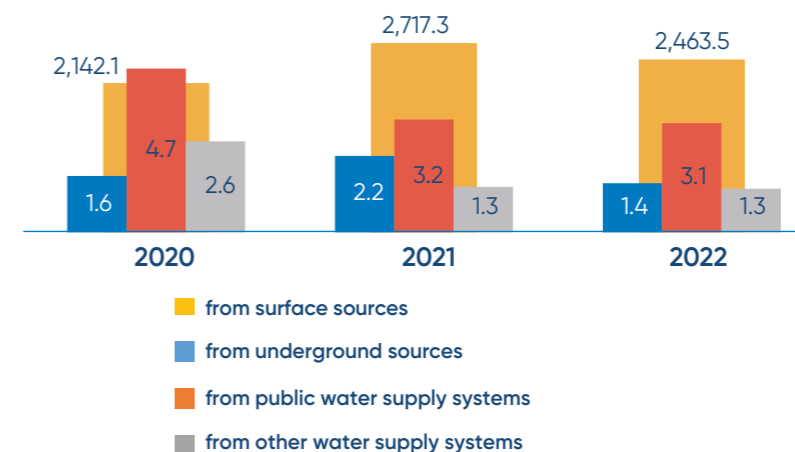
All generating facilities have implemented schemes for the collection and treatment of oiled and fuel oiled wastewater and local treatment facilities.

The reduction in specific water consumption in 2022 was 7.4% compared to 2021. This indicator directly depends on electricity generation. In the reporting period, there was a decrease in electricity generation by 2.6%.

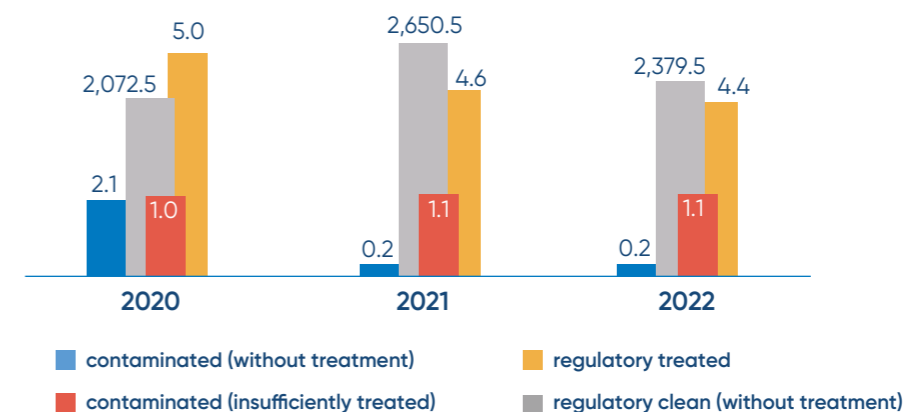
99.8% of the volume of wastewater discharged by OGK-2 branches is clean according to standards. Most branches discharge water into surface water bodies. A number of branches discharge production water into the municipal sewage system. Household waters are supplied for treatment to water utilities.



Intake and receipt of water by source, mln m³



Water discharge to surface water bodies, mln m³



## 7.5 Waste generation and disposal

### 7.5.1 WASTE GOVERNANCE POLICY

During the operation of thermal power plants, one of the significant associated environmental aspects is the impact of IV–V hazard class waste on ground and soil. All structural subdivisions of the Company exercise strict control over the process of waste governance. Industrial waste is collected in special containers or at specially designated sites for temporary waste storage. The waste is disposed by third-party organizations licensed to carry out activities in this area, in accordance with environmental requirements. Further, I, II, III class waste and some types of IV hazard class waste are disposed of or recycled by specialized enterprises.

The bulk of the waste is IV and V hazard class waste, which is transported to waste disposal sites for their subsequent storage or disposal.

Ashes and slags from coal combustion also belong to this group of waste. Ashes and slags are placed at their own facilities – ash dumps, designed in accordance with applicable law. Among all wastes generated, only old fluorescent lamps belong to I hazard class.

**94.9% of all generated wastes are ash and slag from coal combustion, which are classified as V hazard class waste – i.e. practically non-hazardous.**

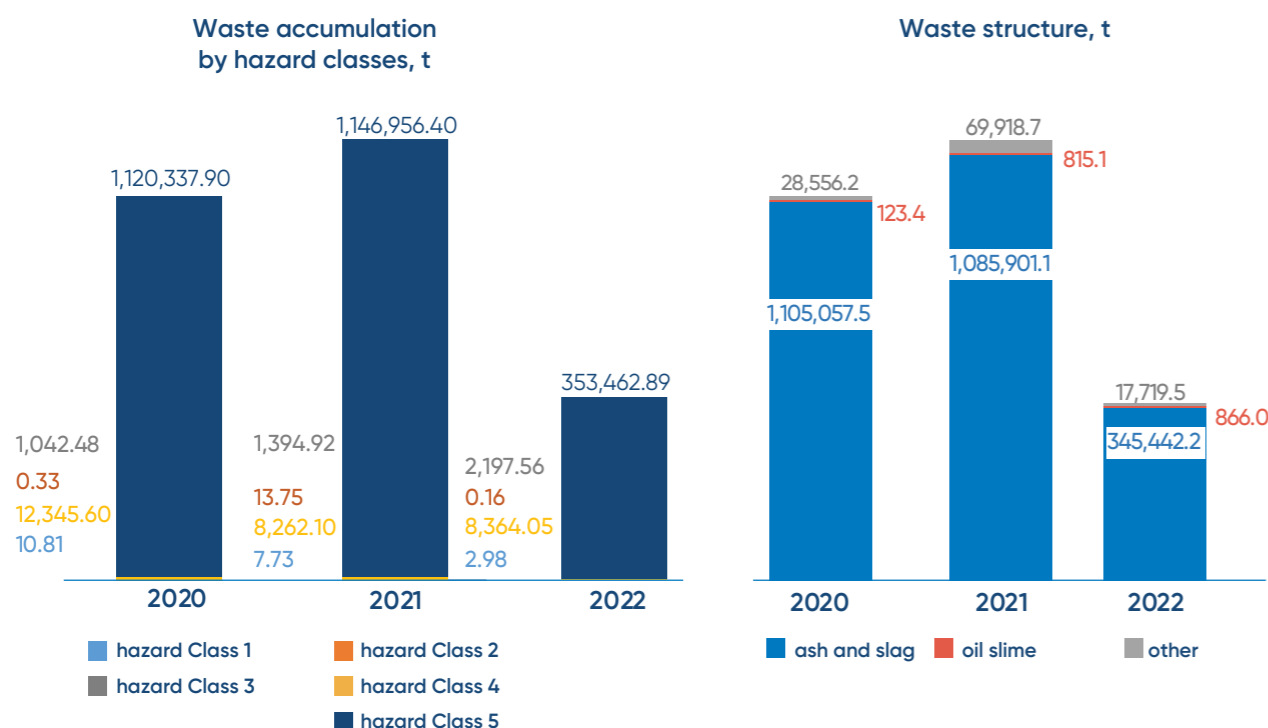
I–IV hazard class waste governance activities are based on a perpetual license dated January 12, 2021 No. (26)–2600003–BR/P, which allows neutralizing II–IV hazard class wastes and disposing of III–IV hazard class wastes.

The Company has an Action Plan to reduce the accumulated waste. Work has been organized for the governance of waste the disposal of which is prohibited, including segregation of waste through

separate storage by waste type, waste group and homogeneous waste group; paper and cardboard waste from clerical activities and office work is collected for transfer to third parties for disposal.

### 7.5.2 WASTE ACCUMULATION

Waste accumulation decreased by 68.2% and amounted to 345.4 thousand tons, due to a decrease in ash and slag waste (hereinafter referred to as ASW) which resulted from reduction of solid fuel burned.



ASW is transported by water ways to the waste disposal facilities registered in the State Register. Ash obtained from dry ash removal is fully sold to the consumer as a product.

Since 2008, work has been underway to sell ASW (materials) at Ryazan SDPP, since 2009 – at Novocherkassk SDPP, Troitsk SDPP, Cherepovetsk SDPP.

In order to increase the possibility of using ash and slag waste, a number of certificates have been obtained for products that can be used in the following areas:

- as a component for concrete, dry mixes and foam blocks (Ryazan SDPP, Novocherkassk SDPP);
- in landfill reclamation (Ryazan SDPP, Novocherkassk SDPP);
- in road construction (Novocherkassk SDPP, Ryazan SDPP).

For each of the Company’s branches, draft waste generation standards and waste disposal limits have been developed and approved by the state supervisory authorities. These documents stipulate the types of waste governance used by the Company, generated in the course of economic activity.

A significant part of the Company’s capacities is coal-fired facilities, therefore, the disposal of ash and slag waste is especially relevant for the Company. In order to reduce their number and preserve the useful capacity of existing ash dumps, coal-fired branches of OGK-2 are taking measures to ship ASW and dry ash directly from under the electrostatic precipitators to consumers for subsequent involvement in the economic turnover.

The ash dump in the salty lake Shubarkul, is used to dispose of ash and slag from Troitsk SDPP operated by OGK-2. It is located on the territory of the Kostanay

region of the Republic of Kazakhstan, therefore, all environmental activities related to it are carried out in accordance with the Environmental Code of the Republic of Kazakhstan. In particular, the plant regularly monitors emissions from the ash dump. Production and environmental monitoring of the environmental impact from the ash dump, slurry pipeline of Troitsk SDPP, located in the Republic of Kazakhstan, is regularly carried out.

Activities carried out on a regular basis are aimed at protecting the atmospheric air by reducing ash dump dust:

- sowing of perennial grasses on slopes of dams of ash dump sections;
- planting shrubs and woody vegetation on the dams of the ash dump sections.

All activities are carried out in accordance with the Action Plan of Troitsk SDPP for 2022–2024 agreed with the Ministry of Environmental Protection of the Republic of Kazakhstan to reduce the adverse environmental impact of the ash dump in Lake Shubarkul.

The Company regularly monitors the state and pollution of the environment at all ash and slag dumps.



## 7.6 Biodiversity protection

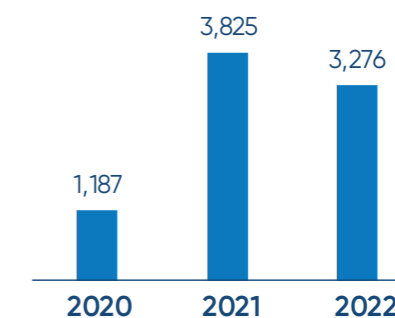
The Company has an impact on aquatic biological resources (ABR) when water is taken from surface water bodies during the operation of power plants.

In order to reduce the negative impact on ABR, fish protection structures were installed at the TPP water intakes.

The Company takes measures to stock water bodies with fish to minimize the negative impact on ABR. Annually, juveniles of ABR are released into reservoirs on the Shelon River.

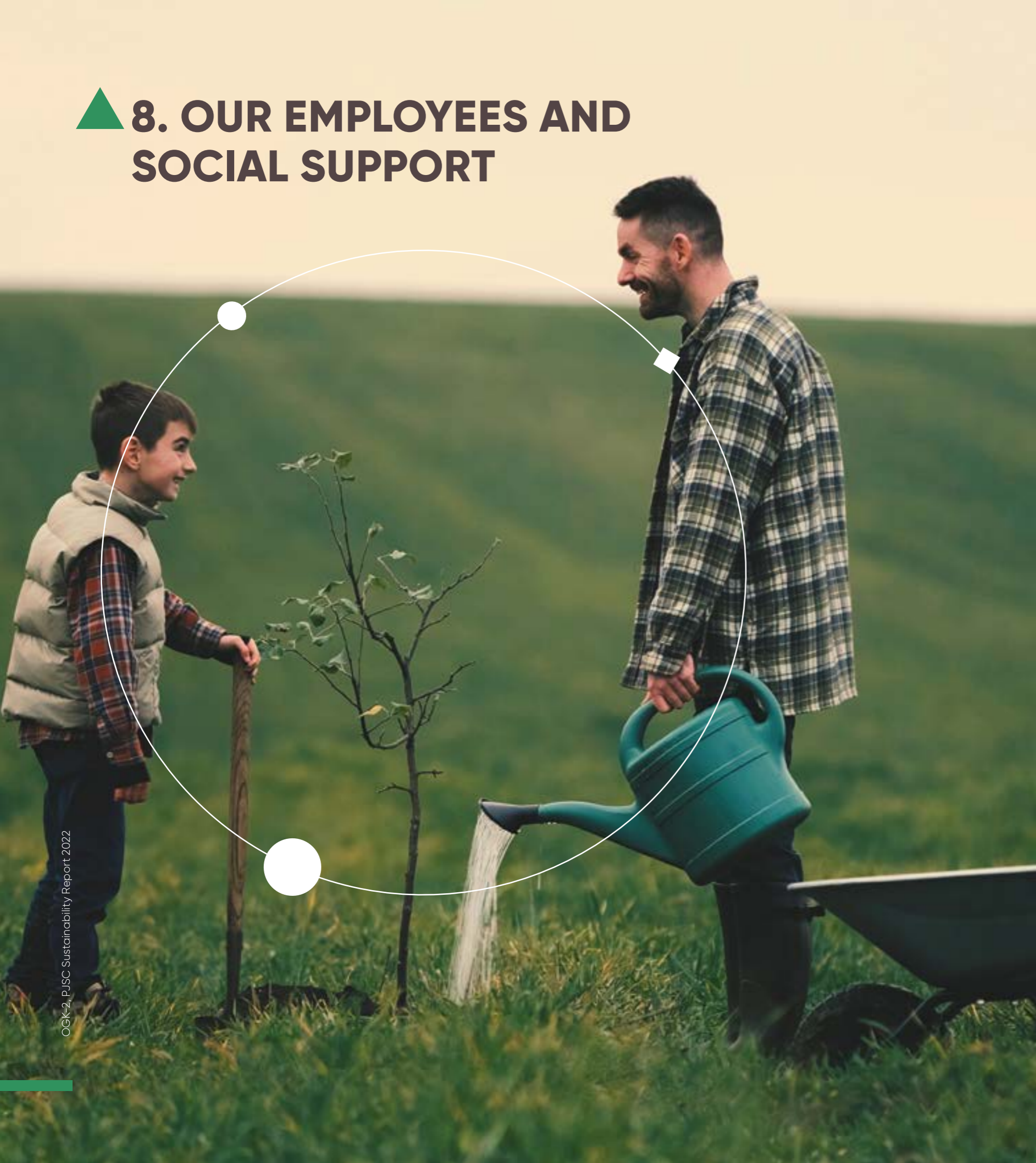
In 2022, 226,435 sterlet fry were released. In 2021–2023 the specialists at Novocherkassk SDPP developed a program to stock the basin of Don river with fish. This activity will result in the release of 679,307 young sterlet.

Costs for biodiversity conservation measures, thousand rubles



**Animals listed in the Red Books of various levels are not recorded in the TPP territories, their habitats are not affected by the Company.**

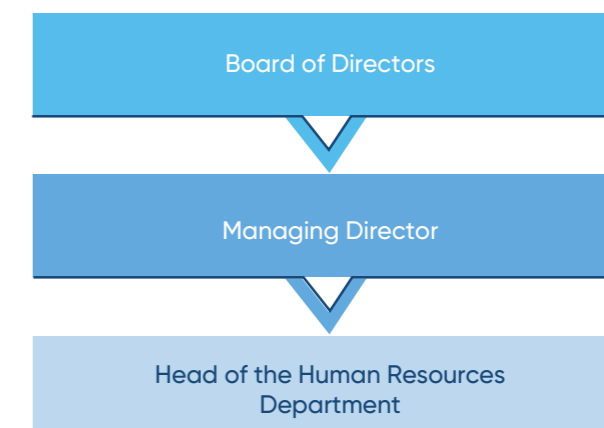
# 8. OUR EMPLOYEES AND SOCIAL SUPPORT



OGK-2 PJSC Sustainability Report 2022

<p><b>Essential topics</b></p> <ul style="list-style-type: none"> <li>• Terms and Conditions of Employment</li> <li>• Interaction with employees when there is a significant change in employment relationship</li> <li>• Professional advancement and vocational training for employees</li> <li>• Equal career opportunities</li> <li>• Freedom of Association and Collective Bargaining</li> </ul>	<p><b>UN Sustainable Development Goals</b></p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px; background-color: #28a745; color: white; text-align: center;"> <p><b>3</b> GOOD HEALTH AND WELL-BEING</p> </div> <div style="border: 1px solid black; padding: 5px; background-color: #dc3545; color: white; text-align: center;"> <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> </div> </div>
<p><b>Key events</b></p> <ul style="list-style-type: none"> <li>• As of December 31, 2022, the headcount of OGK-2 (including external part-time employees) amounted to 6,806 people</li> </ul>	<p><b>Objectives and initiatives</b></p> <ul style="list-style-type: none"> <li>• Ensuring and maintaining social stability in the Company</li> <li>• Achieving optimal balance of interests of the parties to the social partnership (employees and employers) through collective bargaining and decisions on social and labor issues</li> </ul>

**Distribution of responsibilities**



**Main regulatory documents**

Internal documents	External documents
<ul style="list-style-type: none"> <li>• Collective agreement of OGK-2, PJSC for 2021-2023</li> <li>• HR governance Policy of OGK-2, PJSC</li> <li>• Code of Corporate Ethics of OGK-2, PJSC</li> <li>• Regulations on personnel governance by competencies at OGK-2, PJSC</li> <li>• Regulations on work with the personnel reserve for promotion to managerial positions</li> <li>• Regulations on OGK-2, PJSC managers and employees accreditation</li> <li>• Regulations on the procedure for OGK-2, PJSC employees accreditation</li> <li>• Regulations on personnel training and development at OGK-2, PJSC</li> <li>• Regulations on remuneration and incentives for various categories of OGK-2, PJSC's employees</li> <li>• Regulations on work with students and young specialists at OGK-2, PJSC</li> <li>• Rules of procedure for organizational and staffing arrangements in OGK-2, PJSC branches</li> <li>• Procedures for working with personnel at OGK-2, PJSC</li> <li>• Procedure for developing, approving, amending and storing regulations on structural subdivisions, job descriptions of managers, specialists, employees and job descriptions (wage rates and qualification descriptions) of workers</li> <li>• Action Plan on the application of professional standards at OGK-2, PJSC, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Russian Federation legislation norms</li> <li>• Human resources governance policies of Gazprom PJSC, its subsidiaries and organizations</li> </ul>

Coordination of interests of the parties is provided in the following forms:

- collective bargaining;
- mutual consultations;
- participation of representatives of employees and the employer in the resolution of labor disputes;
- participation of employees and their representatives in the Company governance.

The company posts information about vacancies and employment conditions on its corporate pages on social networks in PJSC OGK-2's messenger group Telegram channel and the official website, information boards, as well as on a specialized recruitment website.

OGK-2 has unified approaches to assess the competencies of applicants, regardless of age, gender or membership in social groups.

All personnel is selected and approved in accordance with the Regulations for the Recruitment of Personnel for Vacancies/ Professions at OGK-2, PJSC and guidelines of Gazprom Energoholding LLC.

Targeted work with candidate pool is used. In 2022, 785 employees of the Company were included in the candidate pool, of which 70 had targeted training, including 7 persons – within the corporate program "School of Chief Engineer".

**The overall readiness of the candidate pool to promptly fill the managerial positions is 56.43%. The coefficient of use of the candidate pool is 74.58%.**

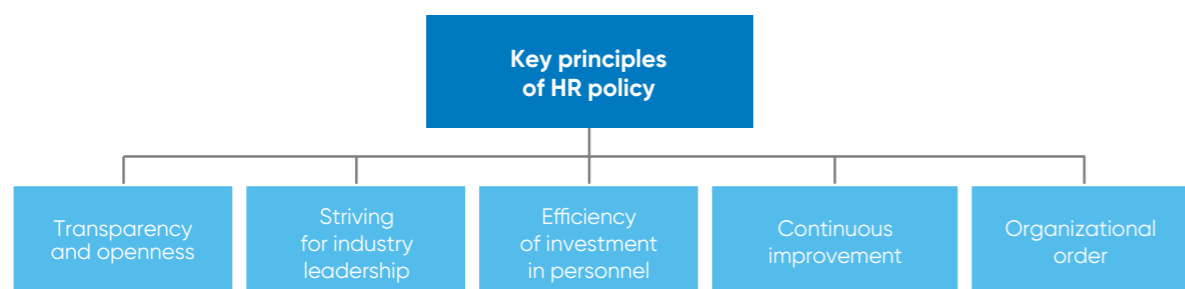
**8.1 Governance approach**

[GRI 3-3]

**Our goal is creation of an organizationally effective company with a transparent corporate governance system, providing its employees the opportunity to maximize their potential.**

The main objective of HR policy is to provide the Company with an optimal number of personnel having the necessary professional skills, sharing corporate

values and focused on the implementation of the Company's strategic goals.



**8.2 Personnel structure**

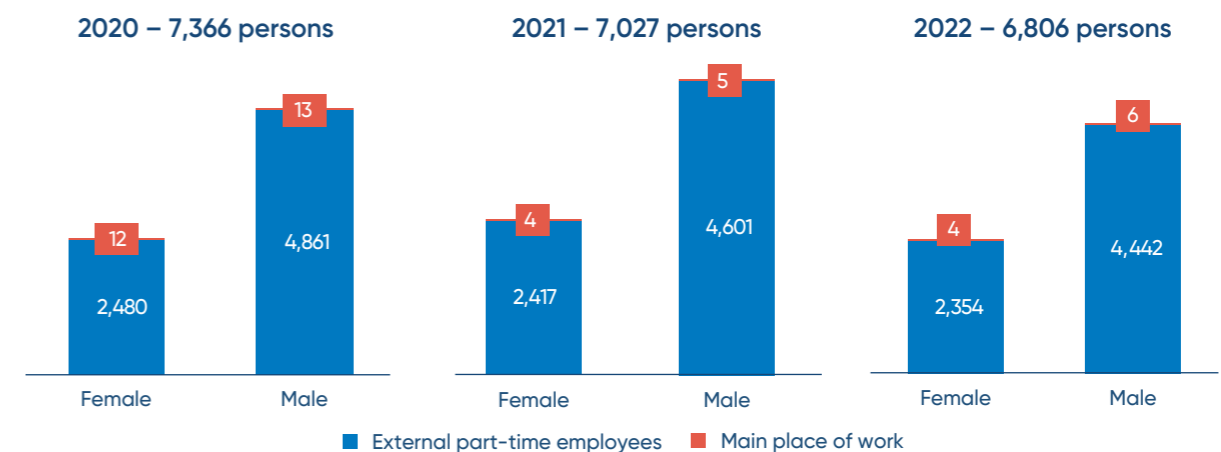
[GRI 2-7]

As of December 31, 2022, the headcount of OGK-2 (including external part-time employees) amounted to **6,806** persons; as of December 31, 2021, it was **7,027**.

From December 31, 2021 to December 31, 2022, the headcount decreased by **3.1%**, or **221** persons.

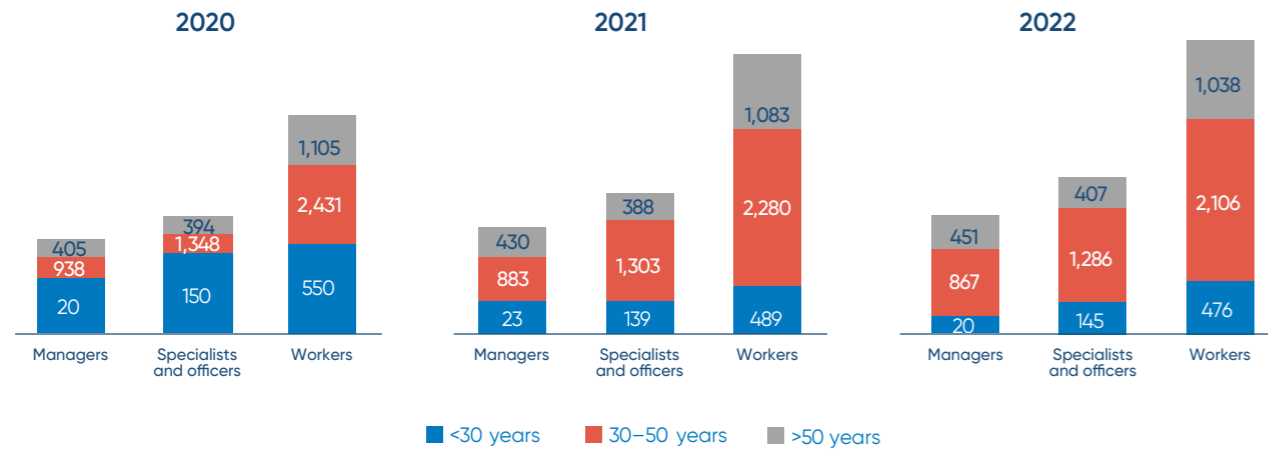
**Total number of employees at the end of the year, by gender, people**

[GRI 2-7]



**Total number of personnel by position and age\*, pers.**

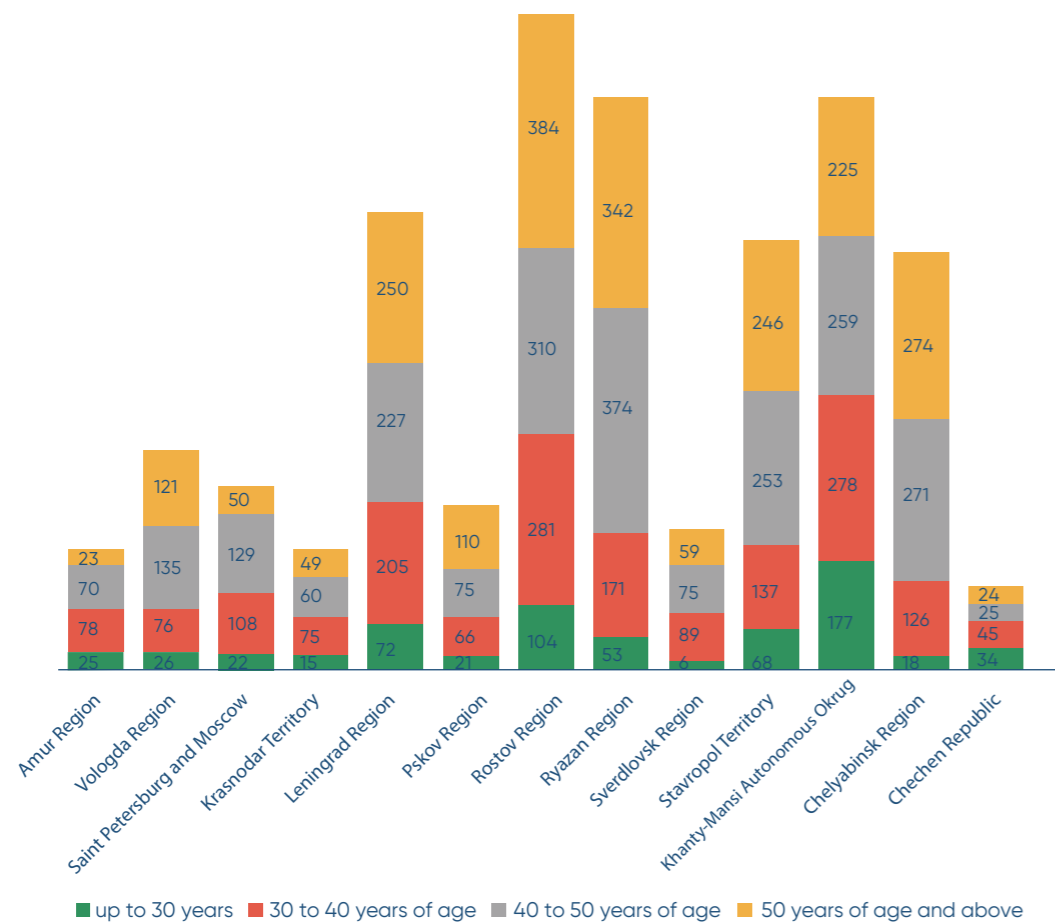
[GRI 405-1]



\* Without external part-time employees.

**Total number of personnel in the breakdown by age and region, at the end of 2022, persons\***

[GRI 2-7]



\* Without external part-time employees.

Additional information on the personnel structure is given in Appendix to this Report. Without external part-time employees. Complete data about the number of personnel by age and region for 2020-2022 available in Appendix to this Report.

**8.3 Incentives and Remuneration**

The salary is set taking into account the qualifications of each employee, complexity of the work performed, performance results, as well as performance of the unit where the employee works, and the Company's activities as a whole. The forecast consumer price index increase is taken into account when setting the salary cost plan for future periods.

- additional vacation days are provided;
- allowance is paid to employees who are on parental leave;
- the mechanism of personal insurance is implemented.

[GRI 401-2]

In accordance with collective agreements, employees are provided with social benefits, guarantees and compensations:

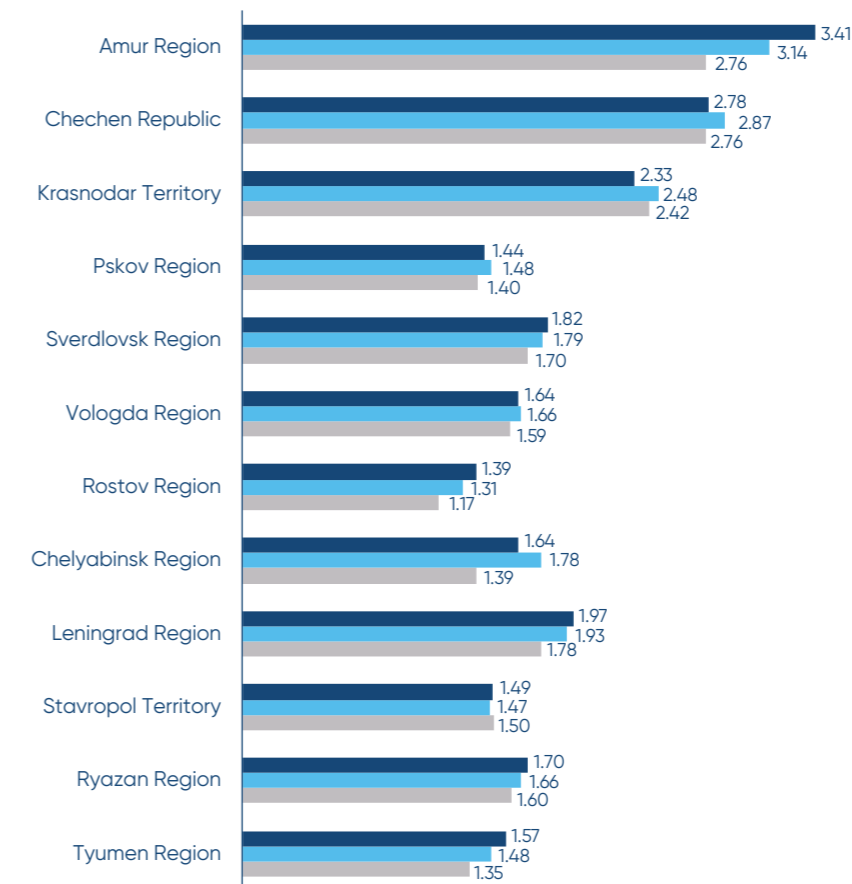
- financial assistance is provided in various life situations;
- compensation is paid for the maintenance of employees' children in preschool institutions;
- the cost of travel is reimbursed;

Control over the execution of the collective agreement is carried out jointly with trade union organizations.

[GRI 202-1]

The level of remuneration exceeds the minimum wage in the respective regions and does not depend on the sex and age of employees. от пола и возраста работников.

**The level of remuneration exceeds the minimum wage in the respective regions and does not depend on the sex and age of employees.**



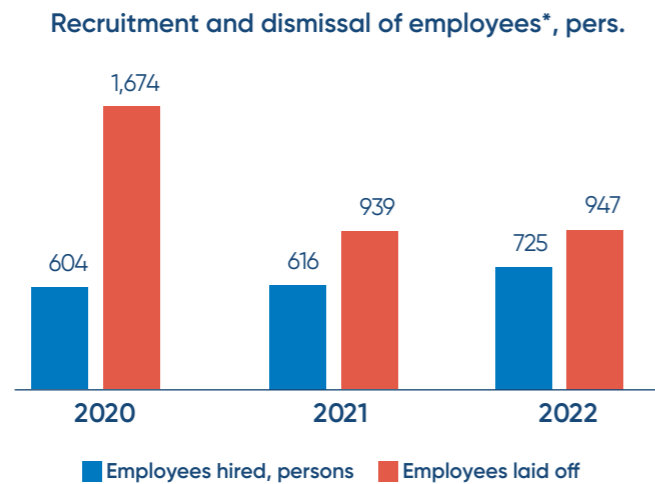
■ 2022 ■ 2021 ■ 2020

## 8.4 Recruitment and development of personnel

### 8.4.1 STAFF TURNOVER

[GRI 401-1]

During 2022, staff turnover averaged **6.1%**.



\* Without external part-time employees.

More detailed data on the hiring and dismissing of employees by age and gender are available in Appendix to this Report.

The main tool for reducing employee turnover is a decent level of remuneration and social protection of employees in the regions of presence, as well as:

- corporate health insurance and pension schemes;
- staff training and development programs;
- involvement of third-party lenders in the provision of services to employees (special conditions on loan

processing, property and life insurance);

- corporate cultural events (including sporting events);
- organizing recreational activities for employees and their families.

### 8.4.2 EMPLOYEE ENGAGEMENT

#### Young professionals

One of the strategic objectives in the field of the Company's staff policy is maintaining the optimal age structure of the staff and ensuring professional continuity of generations.

OGK-2, PJSC has a Regulation on Work with Students and Young Professionals, which sets out the main approaches and mechanisms for working with young people, including, for example, the organization of internships and adaptation in the workplace.

The Council of Young Professionals in all branches and in executive office continues to operate in the Company.

As the main tools for attracting young employees, the Company uses:

- cooperation with educational institutions in order to attract and recruit graduates for employment at production sites;
- organizing internships for students of higher and secondary vocational education institutions;
- open days, roundtables with the Company's leading experts;
- participating in job fairs and posting vacancies on the corporate website, educational organizations, social media and the mass media;
- corporate targeted training programs for young professionals.

In 2022, OGK-2 had a wide range of HR activities, including interaction with educational institutions, holding sports, recreation and cultural events, training and development programs for personnel that have a positive impact on the employer's brand and help attract highly qualified work force.

The Company regularly holds events and programs aimed at developing the potential of young professionals:

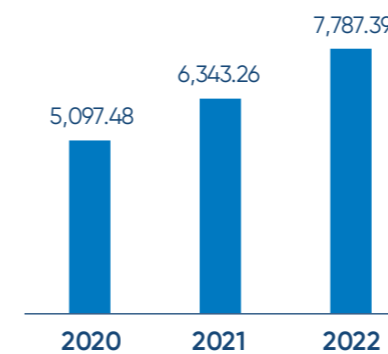
- the annual Young Professionals and Innovators Competition;
- young Professionals' School;
- TRIZ School: Technology for Dealing with Inventive, Managerial and Operational Issues.

In order to improve the efficiency of dealing with young employees, as well as to involve young employees in the implementation of the strategic tasks of OGK-2, a Youth Forum was held. **25** young employees of OGK-2 took part in the work.

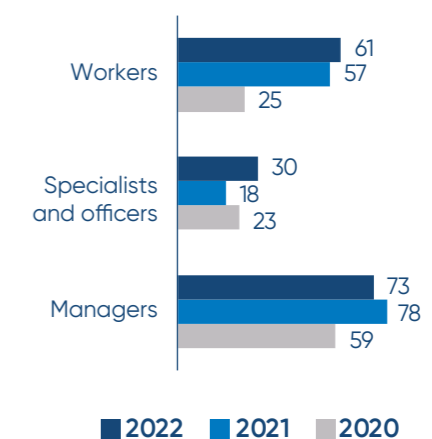
### 8.4.3 EMPLOYEE TRAINING

[GRI 404-1 • 404-2]

Average training and professional development costs per employee, rubles



Average number of training hours per employee per year



Professional skill competitions are held annually for operational personnel for the following reasons:

- increasing the level of professional training of operational personnel in ensuring the power system reliability,

- exchange of advanced experience in organizing and carrying out the operational governance of thermal power plants equipment,

- improvement of forms and methods of work aimed at ensuring the quality and safety of equipment maintenance.

<p>The team of Ryazan SDPP took 1st place in the competition of operating personnel of the modular thermal power plants of Gazprom Energoholding LLC.</p>	<p>In 2022, for the first time, competitions were held for the operational personnel of CCGT power units of LLC Gazprom Energoholding, in which the Adler TPP team took 3rd place.</p>
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#### 8.4.4 EMPLOYEE DEVELOPMENT

[GRI 404-2]

The collective agreement provides for payment for OGK-2 employees training in higher and secondary vocational education schools on a part-time (evening) and part-time basis in those education schools that have state accreditation, in profile specialties that are relevant to the Company.

planning, organizing and evaluating training, the responsibility of certain categories of employees for training and development in OGK-2, PJSC.

In 2022, the corporate unified distance learning system (UDLS) and distance learning technologies (DLT) were intensively used.

OGK-2 has the Regulations on Training and Development of Personnel in OGK-2, PJSC which defines the goals, types and forms of training and development, as well as uniform requirements for

**In 2022, 430 workers and 1,249 managers, specialists and employees were trained using DLT. 2,103 persons were trained through the UDLS in various courses/programs in 2022.**

### 8.5 Social policy, health and culture

#### 8.5.1 CULTURE AND INCLUSION

The Company regularly holds cultural and sports events. An annual Energy Worker's Day celebration is held, with online broadcasts to all regions where the Company operates.

TPP, representatives of the Youth Council and the trade union organization, employees and pensioners of the power plant, as well as the governance of the ornithological park.

The Company organizes and conducts events to maintain corporate traditions and values:

- Energy workers of OGK-2 planted an olive alley in the Ornithological Park of the Imeretinskaya Lowland in Sochi in honor of the tenth anniversary of the commissioning of the Adler TPP. The event was attended by Artem Semikolenov, Managing Director of OGK-2, PJSC, Oleg Nikandrov, Director of the Adler

- Representatives of the Council of Young Specialists in Serov SDPP became finalists of the city competition «Volunteer of the Year - 2022».

- Energy workers of the Novocherkassk SDPP took part in the All-Russian action «Siege Bread», dedicated to the 78th anniversary of the lifting of the blockade of Leningrad.

- Energy workers of the Troitsk SDPP held a master class for pupils of the Solnyshko Support Center for Disabled Children.

Gazprom Group at the Best Young Employee of the Gazprom Group competition.

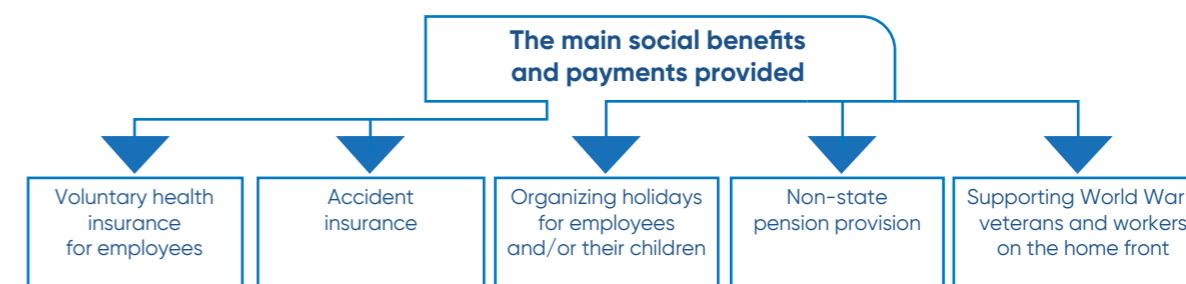
- Energy workers of the Novocherkassk State District Power Plant held an environmental campaign to stock the Don River with fish. 226,000 fry of the Don sterlet, included in the Red Book of the International Union for Conservation of Nature, were released into a reservoir near the village of Topolky, Azov oblast.

The Company has a variety of activities for schoolchildren and students, including career guidance tours, topic-related classes at schools, lectures, information lessons, quests for schoolchildren on issues related to the energy industry, energy saving in all regions of OGK-2, PJSC presence.

- An employee of OGK-2, PJSC represented Gazprom Energoholding LLC among 45 companies of the

#### 8.5.2 WELLBEING OF OUR EMPLOYEES

One of the key areas of the Company's policy in the personnel sphere is to ensure the social security of employees.



Cooperation with trade unions is an important tool for ensuring the protection of employees' interests and maintaining the social partnership between management and staff.

#### Primary trade union organizations in OGK-2 branches operate as part of the All-Russian Electrical Trade Union.

BOGK-2 has a Commission that oversees the regulation of social and labour relations. In close cooperation with trade unions, the social policy on the organization of cultural, sporting and recreational events is being actively implemented.

The Collective Agreement of OGK-2, PJSC for 2021-2023 was signed for 3 (three) years.

The goals of the Collective Agreement of OGK-2, PJSC include:

- ensuring and maintaining social stability in the Company;

- developing contractual relations between the parties to the Company's social partnership;

- harmonizing the interests of the parties to the Company's social partnership and developing common principles for the regulation of social and labour relationship;

- providing the employees with jobs and remuneration in accordance with the employment contracts concluded and the social and economic rights established by the current law of the Russian Federation;



- adhering to labour and technological discipline, labour protection, occupational health and industrial hygiene requirements;
- establishing guarantees for the Company's employees and ensuring their provision;
- increasing the Company's competitiveness, attracting and retaining employees.

The subject matter of the Collective Agreement is primarily the mutual obligations of the parties in relation to working conditions, remuneration, employment, training, conditions for the release of employees, working hours and leisure periods, improvement of working conditions and occupational safety, social guarantees, youth policy and other issues as compared to the current law of the Russian Federation.

[GRI 2-30]

## 100% – Percentage of employees, covered by the Collective Agreement.

The Collective Agreement is applied to all employees of the Company. Primary trade union organizations have been established in 11 structural subdivisions; they are united by the Council of Representatives of Primary Trade Union Organizations, most of the Company's employees are members of Trade Unions.

The implementation of the Collective Agreement is monitored with the participation of all parties in the form of periodic (quarterly, half-yearly, annual) reports and conferences. Collegial bodies were set up to discuss issues related to the Collective Agreement, which include representatives of employers, employees (trade unions) and, in some cases, representatives of Gazprom Energoholding.

### 8.5.3 MANDATORY AND VOLUNTARY SOCIAL PROGRAMS

In the effort to take care for the health and protection of the property interests of employees, the Company implements the following personal insurance mechanisms approved as part of the insurance coverage program:

- voluntary health insurance;
- voluntary insurance against accidents and illnesses;
- insurance of expenses of citizens traveling outside their permanent place of residence.

With the financial participation of the Company, employees are insured in case they or their relatives and friends have a complex or serious illness that requires the provision of high-tech medical care.

The Company has Regulations "On Non-State Pension Provision for OGK-2, PJSC Employees" approved by Order No. 302 dated November 07, 2019, according to which the system of non-state pension provision (NSPP)

is implemented by concluding agreements with the fund, under the corporate plan and/or parity plan. In order to implement pension programs, the Company interacts with such non-state pension funds as Otkrytie NPF JSC and GAZFOND NPF JSC.

The NSPP system is implemented in accordance with the terms of the NSPP agreements concluded by OGK-2 with the fund, the fund's Charter and Rules by making and distributing pension contributions to individual pension accounts of Participants (employees eligible to participate in the NSPP program) opened with the fund. The level of pension contributions depends on tenure and official salary. All employees over 30 years of age with more than 5 years' experience in the electricity (gas) sector are eligible for the program.

**In 2022, financing of non-state pension provision contracts amounted to 81.6 million rubles, in future it is planned to keep the amount of contributions to the pension funds at least at the existing level.**

**The total amount of funds allocated by the employer to finance personal insurance programs in 2022 amounted to 78.1 million rubles.**

### 8.5.4 PROMOTING OF A HEALTHY LIFESTYLE

[GRI 403-6]

<p><b>Goals of promoting a healthy lifestyle</b></p>	<p>maintaining the corporate culture of the personnel aimed at motivating a healthy lifestyle and improving the health of the Company's employees and their families.</p>
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In 2022, the XI sports and athletic contest of OGK-2 was held in Sochi, in which 13 teams of branches and the Executive Office took part. The participants of the competition practiced in 8 athletic disciplines.

Among sporting events, the Gazprom Energoholding Group traditionally holds the following events:

- The Gazprom Energoholding Cup cross-country skiing tournament: OGK-2 team showed the best results and took first place in 2022;
- IX Summer sports and athletic contest of Gazprom Energoholding: the team of OGK-2, PJSC took second place;
- Mini-football tournament «Gazprom Energoholding Cup»: OGK-2, PJSC team took the third place.

The participation of OGK-2 athletes in the teams of Gazprom Energoholding LLC also made it possible to take prizes in 22 team competitions among companies in the fuel and energy complex, including awarding prizes to: 1st place in 9 competitions, 2nd place in 7 competitions, 3rd place in 6 competitions.

OGK-2, PJSC employees took an active part in the «Vmarafone» project<sup>13</sup>, Athletes from Kirishi, Ryazan, Stavropol and Cherepovets SDPPs won prizes among companies in the fuel and energy industry.

In the effort to take care for the health and protection of the property interests of employees, the Company implements the following personal insurance mechanisms approved as part of the insurance coverage program:

- voluntary health insurance;
- voluntary insurance against accidents and illnesses;
- insurance of expenses of citizens traveling outside their permanent place of residence.

With the financial participation of the Company, employees are insured in case they or their relatives and friends have a complex or serious illness that requires the provision of high-tech medical care.

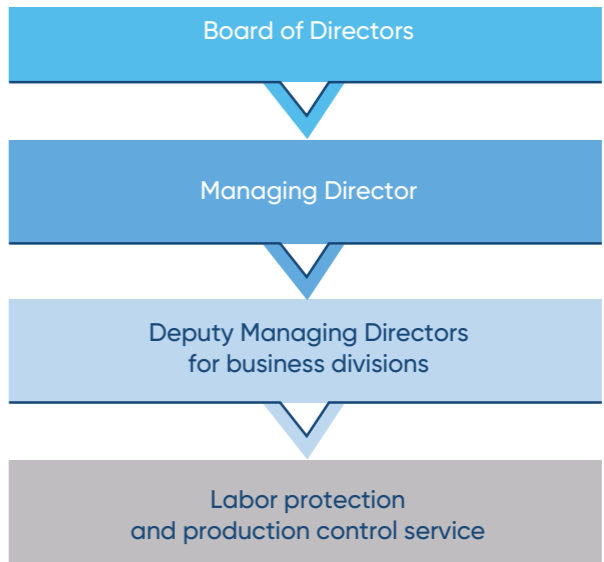
# 9. HEALTH AND SAFETY



OGK-2, PJSC Sustainability Report 2022

<p><b>Essential topic</b></p> <ul style="list-style-type: none"> <li>Occupational health and safety of workers in the workplace</li> </ul>	<p><b>UN Sustainable Development Goals UN Sustainable Development Goals</b></p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 2px; background-color: #28a745; color: white; text-align: center;"> <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>  </div> <div style="border: 1px solid black; padding: 2px; background-color: #dc3545; color: white; text-align: center;"> <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p>  </div> </div>
<p><b>Key events</b></p> <ul style="list-style-type: none"> <li>OGK-2, PJSC received certificates of compliance of their labor protection governance system with the international standard ISO 45001 and the Russian standard GOST R ISO 45001-2020. Russian Register Certification Association was selected as a certification body</li> <li>According to the results of the year, the production safety KPI was fulfilled to the fullest extent</li> <li>More than 3.5 thousand employees were trained in occupational safety</li> </ul>	<p><b>Objectives and initiatives</b></p> <p>Preservation of life and health of employees in the course of their work activities, ensuring safe working conditions</p>

**Distribution of responsibilities**



Main regulatory documents

Internal documents	External documents
<ul style="list-style-type: none"> <li>• Collective Agreement of OGK-2, PJSC for 2021-23</li> <li>• Policy of OGK-2, PJSC in the area of occupational, fire and traffic safety</li> <li>• Regulations on the labor protection management system (OSMS) in OGK-2, PJSC</li> <li>• Order "On Approval of Key Performance Indicators for Top Managers of OGK-2, PJSC"</li> <li>• Program of measures to improve working conditions and labor protection of OGK-2, PJSC</li> <li>• Labor protection instructions</li> </ul>	<ul style="list-style-type: none"> <li>• Labor Code of the Russian Federation dated December 30, 2021 No. 197-FZ (as amended)</li> <li>• Order of the Ministry of Energy of Russia dated September 22, 2020 No. 796 "On approval of the Rules for working with personnel in organizations of the electric power industry of the Russian Federation"</li> <li>• Decree of RF Government as of December 24, 2021 No. 2464 "On the procedure for training in labor protection and testing knowledge of labor protection requirements"</li> <li>• Labor protection rules, as well as other regulatory legal acts containing state regulatory requirements for labor protection</li> </ul>

## 9.1 Management approach

[GRI 3-3 • 403-1 • 403-8]

The Regulation "On the Occupational Safety and Health Management System (OSHMS)" covers requirements to the labor protection management in the Company.

Monitoring the state of occupational safety and functioning of the Company's OSHMS involves daily operational control carried out by employees, job supervisors, as well as managers and specialists of structural divisions, administrative and public control, holding Occupational and Fire Safety Days, control carried out by the Occupational Safety and Production Control Service, audits (inspections) of OSHMS functioning, state control (supervision).

The planned internal technical audits of the Company's branches in 2022 were carried out in four locations – Kirishi SDPP, a branch of OGK-2, PJSC; Pskov SDPP, a branch of OGK-2, PJSC; Serovsk SDPP, a branch of OGK-2, PJSC and Adler TPP, a branch of OGK-2, PJSC. Cross technical audits were also carried out by the commissions of Mosenergo PJSC and Gazprom Gaznadzor LLC. In 2022, OGK-2, PJSC conducted a cross technical audit of the Apatity CHP of the Kolsky branch of TGK-1 PJSC.

Strategic goals of the Company in the field of labor protection, industrial and fire safety, road safety:



The Collective Agreement of OGK-2 includes "Occupational safety" section, which provides for joint actions of the parties to the social partnership to improve working conditions and occupational safety, prevent occupational injuries and diseases, organize industrial and trade union control of occupational safety at workplaces in order to prioritize the employees life and health protection. The Company's branches

also conclude annual Occupational Health Agreements, which contain a specific list of measures to be implemented annually by the employer to improve working conditions and occupational safety

## 9.2 Labor protection risks assessment

[GRI 403-2]

The occupational risk management system is part of the occupational safety management system. The identification of risks is directly related to the identification of hazards, factors of the working environment and the work process.

In accordance with the "Guidelines on Risk Management Using Qualitative Assessments" approved by the Company, at least 2 times a year, an expert assessment of the risks consequences in points (from 1 to 5 points) is carried out, as on the financial indicators of the Company's business plan, and on non-financial indicators (primarily on the health and life of people). The probability of risk occurrence is assessed by experts according to a probability rating scale and statistical data for the past three years, with a score from 1 to 5. The Company identifies insignificant, significant and critical risks.

All identified risks, after their assessment, are subject to management, taking into account the priorities of the measures applied, which are used as

- exclusion of hazardous work (procedure);
- replacement of hazardous work (procedure);
- engineering (technical) methods of limiting the impact of hazards;
- administrative (organizational) methods of limiting the impact of hazards;
- means of collective and individual protection.

The Regulations on structural divisions and job descriptions of the Company state that an employee must immediately inform the employer or immediate supervisor about any situation that poses a threat to the life and health of people, safety of the employer's property (including the property of third parties held by the employer, if the employer is responsible for the safety of this property).

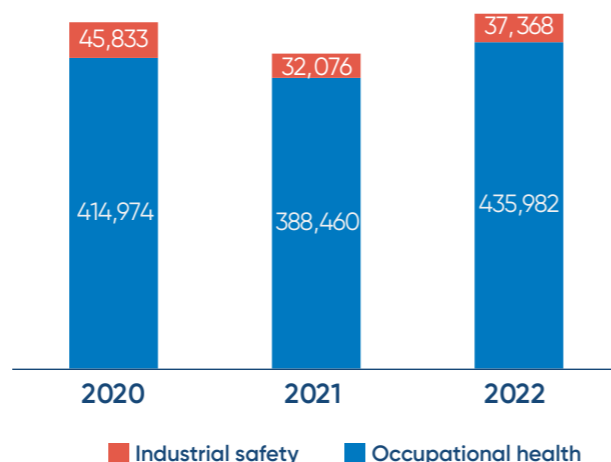
According to the order of OGK-2 No. 244 dated 09/01/2022 «On occupational safety briefing», an introductory occupational safety briefing is carried out prior to the work with all newly hired persons, temporary workers, seconded workers, contractors, pupils and students who arrived for industrial training or practice, and with all other persons involved in the Company's production.

**Occupational health and safety costs include:**

[GRI 403-7]

- periodic medical examinations;
- training in occupational health;
- purchasing special clothing, footwear, personal protective means, detergents and disinfectants;
- storage, cleaning, washing and drying of special clothing;
- special assessment of working conditions;
- monitoring the compliance with sanitary regulations and the implementation of sanitary and epidemic-prevention (proactive) measures, including instrumental measurements and analyses of hazardous and harmful production factors;
- other activities, including those included in the occupational health improvement program (agreement).

**Occupational health and industrial safety costs, thousand rubles**



**Industrial safety costs include:**

- special activities licensing costs;
- costs for registration of hazardous production facilities;
- industrial safety expert review;
- civil liability insurance for damage caused by an accident at a hazardous production facility;
- training and certification of employees in industrial safety;
- other costs.

### 9.3 Occupational injuries

[GRI 403-2 • 403-9]

The main corporate value of the Company is concern for the life and health of people.

#### Zero injury rate is our strategic target.

Over the past three years, we have not had a single serious or fatal injury. In 2022, two minor injuries were recorded. The reasons were the negligence of the injured person in one case and unsatisfactory work arrangement by the site foreman in the second case.

**Company's occupational injuries level**

	2020	2021	2022
FIFR <sup>12</sup>	0.00	0.00	0.00
LTIFR <sup>13</sup>	0.00	0.09	0.17
ODR <sup>14</sup>	0.00	0.00	0.00
LDR <sup>15</sup>	0.00	4.39	3.64

Industrial accidents are investigated and registered in accordance with the Labor Code of the Russian Federation<sup>16</sup> and the Order of the Ministry of Labor dated April 20, 2022 No. 233n "On approval of Regulations on industrial accidents investigation in certain industries and organizations, forms of

documents, relevant classifiers necessary for the investigation industrial accidents".

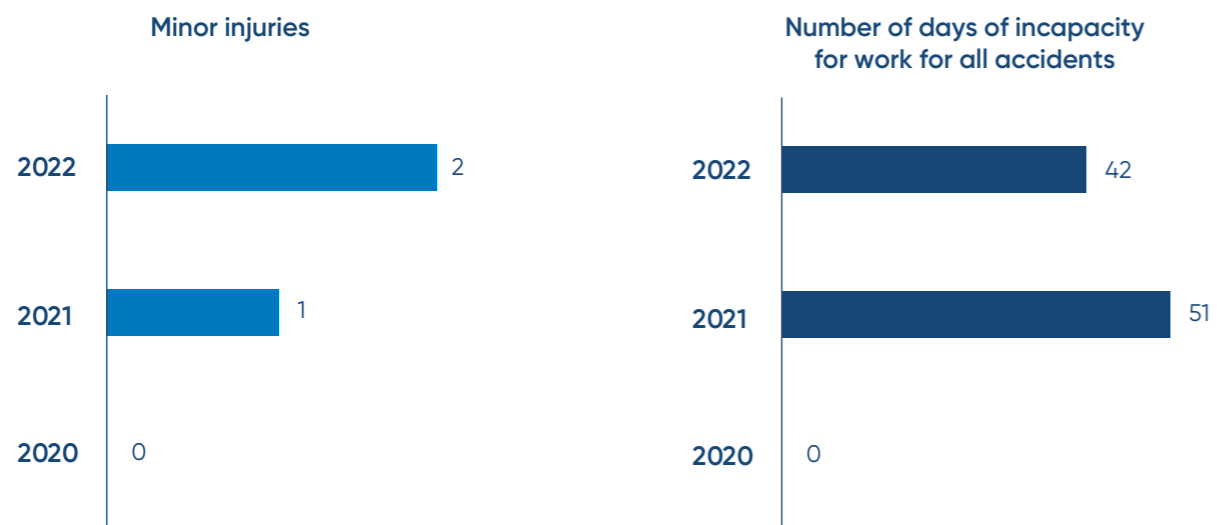
**Circumstances of accidents**

Place	Number of injured persons	Category of injury	Cause	Measures to eliminate
Troitsk SDPP	1	minor	personal negligence of the injured person during the work, incorrect use of PPE	1. Lessons learned with all personnel of Troitsk SDPP. 2. An unscheduled safety briefing was conducted for the entire workshop on "Compliance with safety requirements during repair works and the mandatory use of PPE".
Kirishi SDPP	1	minor	unsatisfactory organization of work, lack of control by the site foreman	1. The site foreman passed an unscheduled knowledge test on labor protection. 2. An unscheduled briefing on labor protection was conducted for employees of Kirishi SDPP.

<sup>12</sup> Fatal injury rate (FIFR) = number of fatalities suffered / total number of hours worked by all personnel 1,000,000.  
<sup>13</sup> Lost Time Injury Frequency Rate (LTIFR) = the number of people injured in accidents / total number of hours worked by all personnel 1,000,000.  
<sup>14</sup> Occupational disease rate (ODR) = number of first-time occupational diseases / total hours worked by all personnel 1,000,000.  
<sup>15</sup> Lost days rate (LDR) = number of days lost due to accidents / total number of hours worked by all personnel 1,000,000.  
<sup>16</sup> Articles 214, 216, 227, 228, 228.1, 229, 229.1-229.3, 230, 230.1, 231, 341.4.

### 9.3.1 INJURIES BREAKDOWN BY SEVERITY

[GRI 403-2]



**0 fatal and serious injuries in the last 3 years.**

## 9.4 Industrial injuries among contractors

In 2022, there was one accident with a contractor employee. Unfortunately, this case was fatal for the electrician of the Novocherkassk branch of GEH TER LLC.

## 9.5 Employee health protection

[GRI 403-3 • 403-10]

In accordance with the Labor Code of the Russian Federation and other regulatory legal acts containing labor law norms, OGC-2, PJSC ensures:

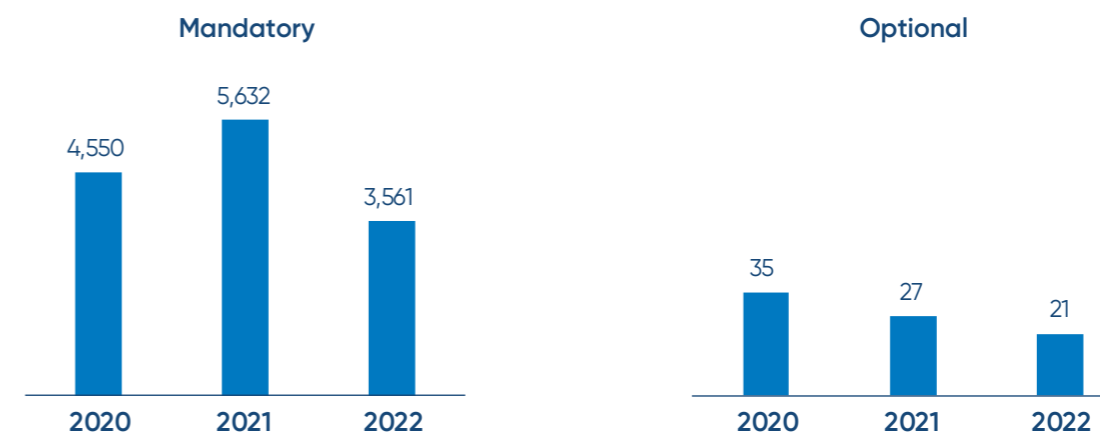
- sanitary services for employees;
- special assessment of working conditions in the workplace;
- production control of harmful production factors;
- provision of employees with personal protective equipment;
- conducting mandatory preliminary (upon employment) and periodic (during employment) medical examinations, mandatory psychiatric examinations of employees, extraordinary medical examinations of employees in accordance with medical recommendations;
- pre-shift medical examinations (examinations) of operational personnel.

**Evaluation of contractors' labor protection system is not provided.**

## 9.6 Training in the field of labor protection and industrial safety

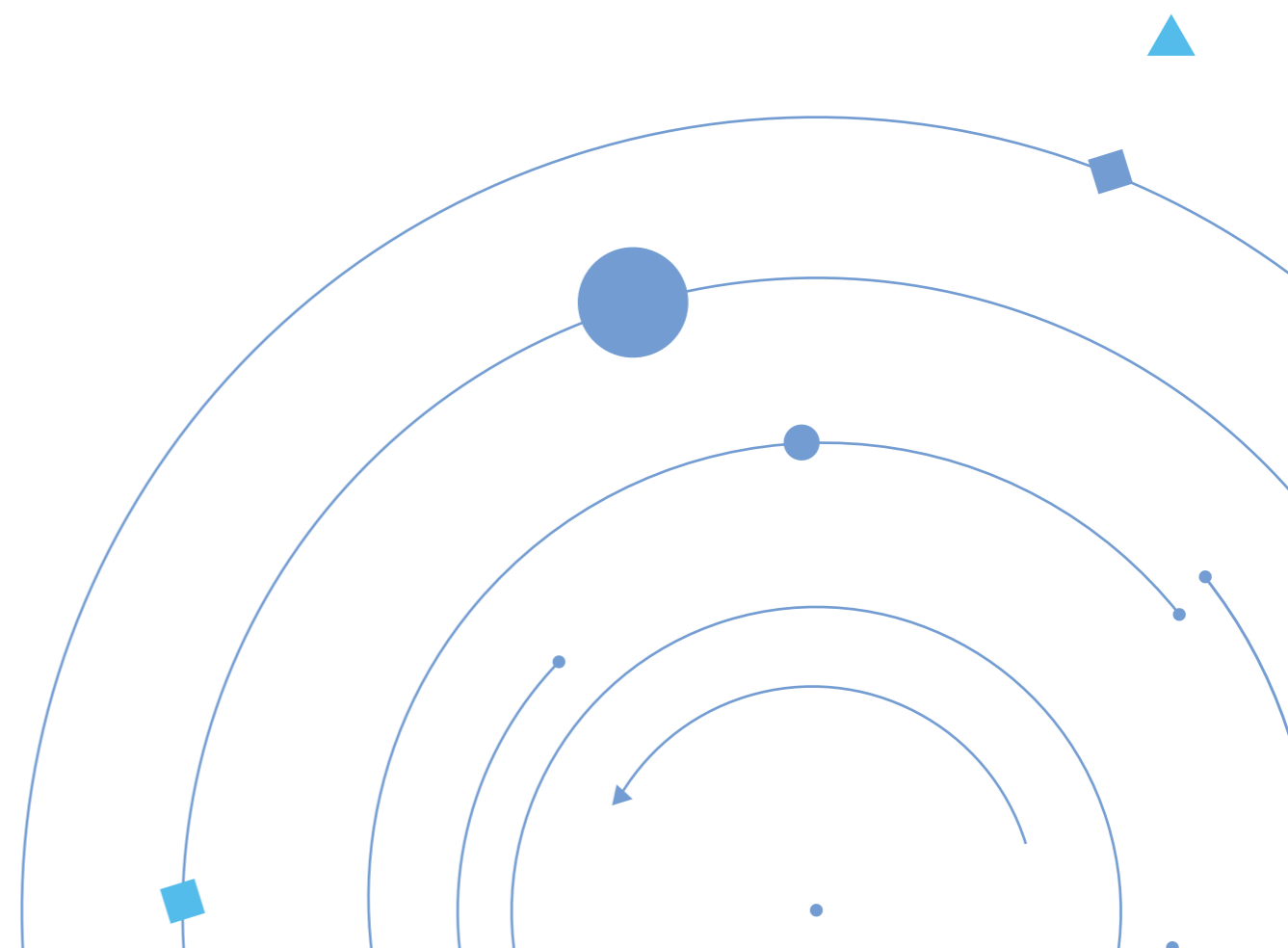
[GRI 403-4 • 403-5]

Training of employees in occupational health & safety, persons



The Company ensures that all categories of employees receive ongoing occupational health training. Employees receive training specific to the work they do. Occupational health training and testing (briefings, training in safe work methods and techniques, apprenticeships and other measures) are carried out in conjunction with other forms of training. Employees occupational health training provides for training based on the nature and content of the work they perform,

their existing qualifications and competence necessary for the safe performance of their job duties.



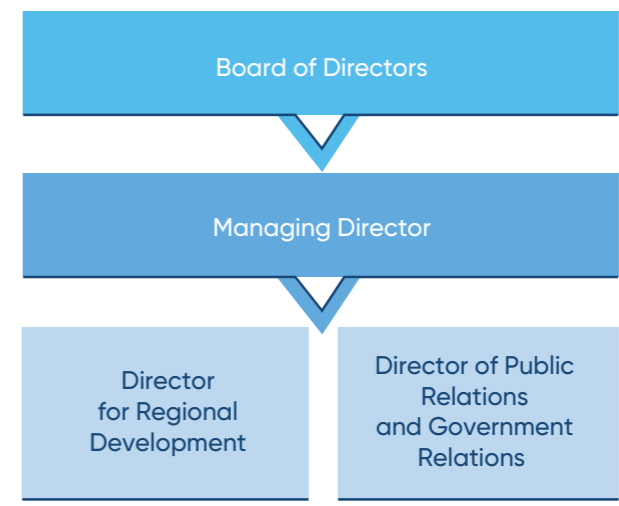
# ▲ 10. INTERACTION WITH LOCAL COMMUNITIES



OGK-2, PJSC Sustainability Report 2022

<p><b>Essential topics</b></p> <ul style="list-style-type: none"> <li>• Impact on local communities</li> <li>• Indirect economic impact</li> <li>• Approach to taxation</li> </ul>	<p><b>UN Sustainable Development Goals</b></p>
<p><b>Key events</b></p> <ul style="list-style-type: none"> <li>• Throughout 2022, OGK-2, PJSC paid great attention to participation in the development of infrastructure in the regions where the Company operates, charity programs, programs aimed at improving the environmental situation, organized educational and career guidance events for schoolchildren and students, including excursions to production facilities</li> </ul>	<p><b>Objectives and initiatives</b></p> <ul style="list-style-type: none"> <li>• Implementation of regional development projects, environmental, socially significant events and projects that allow strengthening the positive reputation of the Company in the regions of operation</li> <li>• Updating the heat supply scheme for the city of Surgut in 2022–2023, ensuring an increase in the supply of heat from the Surgut SDPP-1 branch of OGK-2, PJSC</li> </ul>

**Distribution of responsibilities**



Main regulatory documents

Internal documents	External documents
<ul style="list-style-type: none"> <li>Regulations for coordinating a position when interacting with public authorities and organizations</li> <li>Regulations on charitable and sponsorship activities of OGK-2, PJSC</li> </ul>	-

OGK-2, PJSC within the framework of charitable activities supports thirteen regions of the Company's presence: branches and executive office Charitable aid and the distribution of funds takes place in the framework of in-person and extramural meetings of the Charity and Sponsorship Commission, acting on the basis of the relevant Regulation, and requests received by the Company and its branches.

OGK-2, PJSC pays great attention to supporting children with disabilities in the regions where the Company operates. In 2022, charitable events for children with disabilities were regularly organized in the regions where the Company operates, and charitable assistance was provided to the city public organization to support children with disabilities in the city of Troitsk, Chelyabinsk Oblast.

In 2022, the Company identified priority areas for the allocation of charitable funds, such as career guidance: assistance was provided to institutions of secondary vocational education in the Leningrad and Ryazan regions to be able to equip workplaces and upgrade the material and technical base necessary for practical training of students of specialized energy specialties.

### 10.1 Management approach

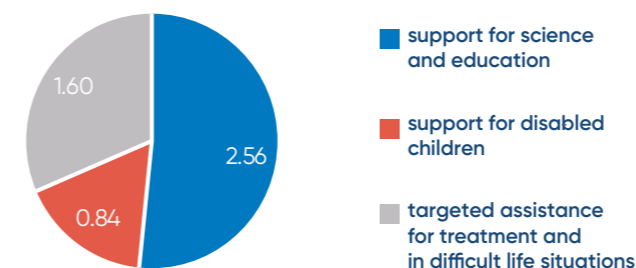
[GRI 3-3 • 203-1]

The Company pays attention not only to financing and production, but also to the social component of its activities, actively engaging with municipal authorities, non-profit organizations and local communities and taking their interests into account when making decisions. The Company regularly participates in sponsorship and charity projects of a social-humanitarian nature.

OGK-2 are large industrial facilities, and their activities do not go unnoticed for the environment and public life in the regions where they are located, despite all preventive measures taken. When implementing infrastructure investment projects, the Company may cause inconvenience to local residents. Every time new construction projects are initiated at OGK-2 industrial facilities, open hearings are held with the participation of the public, regulators, federal and municipal authorities and environmental organizations.

The power plants and other production facilities of

Charity costs, million rubles



[GRI 203-1]

**OGK-2, PJSC charity expenses for 2022 amounted to 5 million rubles.**

### 10.2 Contribution to regional development

[GRI 413-1]

In the regions where OGK-2 operates, it is a major employer and one of the largest taxpayers. Thus, we can speak of a predominantly positive effect of OGK-2 on local communities and the regional economy. The Company invests in the creation of small infrastructure facilities of social significance on a grant basis. The amount of these investment is insignificant to the Company's budget and cannot have a significant impact on the financial sustainability of the business, but they are of great social importance and contribute both to improving the quality of life of local communities and improving the image of OGK-2.

OGK-2, PJSC has built long-term partnerships with state authorities and local governments, public organizations in the regions of presence. The most important areas of interaction are the implementation of regional development projects, environmental, socially significant events and projects.

Kirishi SDPP, a branch of OGK-2, PJSC is a member of the Leningrad Regional Chamber of Commerce and Industry (LRCCI). Membership in the chamber maintains loyalty to the Company on the part of the government of the Leningrad Region, local administration, allows you to participate in events organized and held by LRCCI, including to strengthen business ties.

### 10.3 Interaction with the Media, Public and Authorities

The information policy of OGK-2, PJSC is based on the principles of transparency and openness. The Company's press-service professionally covers the activities of the Company, provides ongoing comments to inquiries from representatives of the mass media, organizes briefings and press tours in the regions of presence, and assists journalists in creating dedicated reports and films. Throughout 2022, the Company's activities were actively covered by the federal and regional mass media in the following main areas: financial performance, production, environmental and social issues, social and sports life of the team. The PR divisions of the Company cooperate with news agencies, electronic and print media, public organizations and authorities. With the aim of increasing personnel involvement, creating a unified information environment and integrating employees working in different branches, OGK-2 issues the corporate newspaper called "Generation". The publication traditionally covers various aspects of the Company's activities – from current production news to interviews with industry veterans and longreads about

labor dynasties. The Generation newspaper is a unified information space outreaching more than seven thousand employees from the Far East to the North-West. Another effective communication channel for OGK-2, PJSC is social networks. Unique content is published daily in the official accounts of the Company, involving into a dialogue not only OGK-2 employees, but also students, potential employees and colleagues from other energy companies.

OGK-2 received the following media and PR awards in 2022:

- The editorial office of the Energetik newspaper and the PR and mass media group of the Novochoerkassk State District Power Plant were among the laureates of the journalistic competition to popularize working professions. It has been held by the local association of employers «Board of

Directors of Enterprises and Entrepreneurs of the City» since 2016.

- Two projects of Kirishi SDPP were included in the best works of the corporate competition of public relations and corporate media services of subsidiaries and organizations of Gazprom, PJSC.

- The project «Energoblog» took 2nd place in the nomination «Best PR-project», the project «LEGO-GRES: energize your city!» took 2nd place in the nomination «Best Project for Children».

## 10.4 Corporate volunteering

Our employees regularly participate in volunteer projects.

### Volunteer projects

Volunteer project	Objectives	Measures taken
Communal days in urban areas (Energetikov vlg., Sverdlovsk oblast)	Cleaning the streets of the settlement	Cleaning up garbage in Energetikov village
Help a shelter for dogs and cats (Sochi, Krasnodar Territory)	Improving the conditions of the shelter pets	Visiting the shelter on a regular basis, purchasing feed and equipment
Planting trees at the Ornithological settlement (Federal Territory Sirius, Krasnodar Territory)	Improvement of the ecological situation Cleaning the branch territory	Purchasing and planting trees in a protected area Cleaning the branch territory from the garbage
Production communal day (Surgut, Tyumen region)	Cleaning the branch territory	Cleaning the branch territory from the garbage
Ecological quest "Clean Games" as part of the gathering of urban youth associations "On the Wing!" (Surgut, Tyumen region)	Improvement of the ecological situation, promotion of a responsible attitude towards the environment	City area cleaning from garbage
Communal day in the set. of Dedovichi (Pskov oblast)	Cleaning the streets of the settlement	Clearing of last year's leaves. Removal of sand from roadsides
Tidying up the grave of Hero L. Golikov (village Ostraya Luka, Pskov oblast)	Maintaining in proper condition the burial place of the Hero of the Soviet Union - Leonid Golikov. Preservation of the memory of the heroes of the Second World War	Clearing of last year's leaves.

Communal day on the Meshkov alley of the first builders. (settlement Dedovici, Pskov Oblast)	Alley cleaning. Memorizing the legendary director of the Pskov State District Power Plant, honorary citizen of the Dedovichi District Alexei Meshkov and all builders of the power plant	Clearing of last year's leaves. Shrub cutting, grass mowing. Painting trees and fences
Participation in the All-Russian environmental action "Water of Russia"	Cleaning the banks of Galina River	Clearing of last year's leaves
Hosting a charity event "A Special Friend: With the Energy of Kindness"	Help for disabled animals	Purchase of medicines, food, etc.

## 10.5 Tax policy

[GRI 3-3]

We strictly comply with the tax legislation of the Russian Federation when determining our tax liabilities.

On taxation issues, we work in active contact with the Ministry of Economic Development of Russia, the Ministry of Energy of Russia, the Federal Tax Service of

Russia and other government bodies related to taxation. We are in constant contact with representatives of rating agencies, immediately commenting on their questions regarding the tax burden.

### 10.5.1 TAX STRATEGY

[GRI 207-1]

Achieving sustainable development goals is impossible without strict compliance with tax laws, full and timely payment of taxes and fees.

OGK-2, PJSC is part of Gazprom Group and is one of the largest taxpayers among the Russian energy companies.

The Company tax payments comply with the same tax strategy and policy as those of Gazprom Group, which are based on the basic principles:

- legality based on permanent and strict compliance with the requirements of tax legislation;
- integrity and transparency, involving the disclosure to the tax authorities of all facts and circumstances in a timely and clear manner;
- rationality, optimality and reasonable prudence of tax planning: the mechanisms and possibilities of tax planning should be used rationally, taking into

account the interests of shareholders and the strategic goals of the Company;

- flexibility and efficiency: tax policy shall quickly respond to a dynamically changing environment and adapt to the new conditions;

- centralization and unification: taxation management processes should be coordinated on a systematic basis from a single methodological center represented by Gazprom Energoholding LLC.



### 10.5.2 TAX MANAGEMENT

[GRI 207-1 • 207-2]

Responsible for compliance with the basic principles of tax policy is the Chief Accountant, whose activities are supervised by the Deputy General Director for Economics and Finance of Gazprom Energoholding LLC.

Company's tax payments are controlled by the Accounting unit. Tax payment management is aimed maintaining a balance between the optimization of the tax burden and tax risks with permanent and strict observance of the tax law and fees, instructions of regulatory authorities, taking into account the established judicial practice.

The division has specialists with profound knowledge and necessary experience in the tax field. In order to improve competencies, the Company engages consultants from major consulting, legal and auditing companies to address specific issues.

The Company applies tax incentives provided by the legislation on taxes and fees. The legitimacy of benefits use is confirmed, among other things, by the absence of claims from the tax authorities as a result of in-house and on-site tax audits regarding the benefits.

The Company fully complies with the requirements of the legislation on tax price control (transfer pricing).

The Company does not use transfer pricing as a tax planning tool; transactions with affiliates are carried out on the basis of the principle of independence of the participants in the transaction. At the same time, the prices and tariffs applied by the Company in intra-group transactions are economically justified.

### 10.5.3 TAX RISKS

The Company is subject to tax control in the form of tax monitoring, the Company has a risk management and internal control system in accordance with the standards of the Federal Tax Service of Russia. Information on risks according to the forms of the Federal Tax Service of Russia is submitted quarterly in accordance with the Order of the Federal Tax Service of Russia dated May 25, 2021 N ED-7-23/518@.

The Company also prepares monthly tax risk reports in corporate forms.

Large, significant and complex transactions are coordinated by the Company with the tax division of Gazprom Energoholding, LLC where optimal business solutions are jointly elaborated.

### 10.5.4 INTERACTION WITH STAKEHOLDERS ON TAX ISSUES

[GRI 207-3]

The key principle of interaction with stakeholders is openness, since building a constructive dialogue is essential to form the basis for making economically sound management decisions, business development, and the implementation of the Company's strategic goals.

## 10.6 Supply Chain Management

[GRI 2-6 • 301-1]

Relationships with counterparties that have an impeccable reputation, comply with the law and adhere to corporate and business ethics are established on an unconditional and priority basis. The Company generally selects its suppliers and contractors on a competitive basis. The relationships with all the suppliers, regardless of their share in the supply structure, are built on the principles of responsible partnership. OGK-2 strives to maintain long-term, stable and mutually beneficial relationships with suppliers.

The standard contracts impose an obligation on all of the Company's contractors to comply with the environment protection law of the Russian Federation. The assessment of contractors' compliance with environmental requirements is carried out during the tender procedures and expert review of bids. All products are supplied to the Company with advisory safety data sheets explaining possible hazards in handling the products and the necessary precautions.

The waste management and disposal contracts include requirements to have a license for the right of handling the corresponding waste. The appendices to the contracts contain information on penalties for non-compliance with the environmental laws. The ecologists monitor contractors' compliance with waste management requirements during site visits.

The main resource procured by OGK-2 for the production of electric and thermal energy is fuel. Fuel costs also prevail in the Company's variable costs.<sup>17</sup>

2021			2022		
Fuel costs, million rubles	Variable costs, million rubles	Share of fuel costs in variable costs, %	Fuel costs, million rubles	Variable costs, million rubles	Share of fuel costs in variable costs, %
65,276.36	76,482.57	85.35	67,570.14	77,520.11	87.16

The structure of fixed costs prevail over the staff costs, repairs and maintenance, as well as taxes.

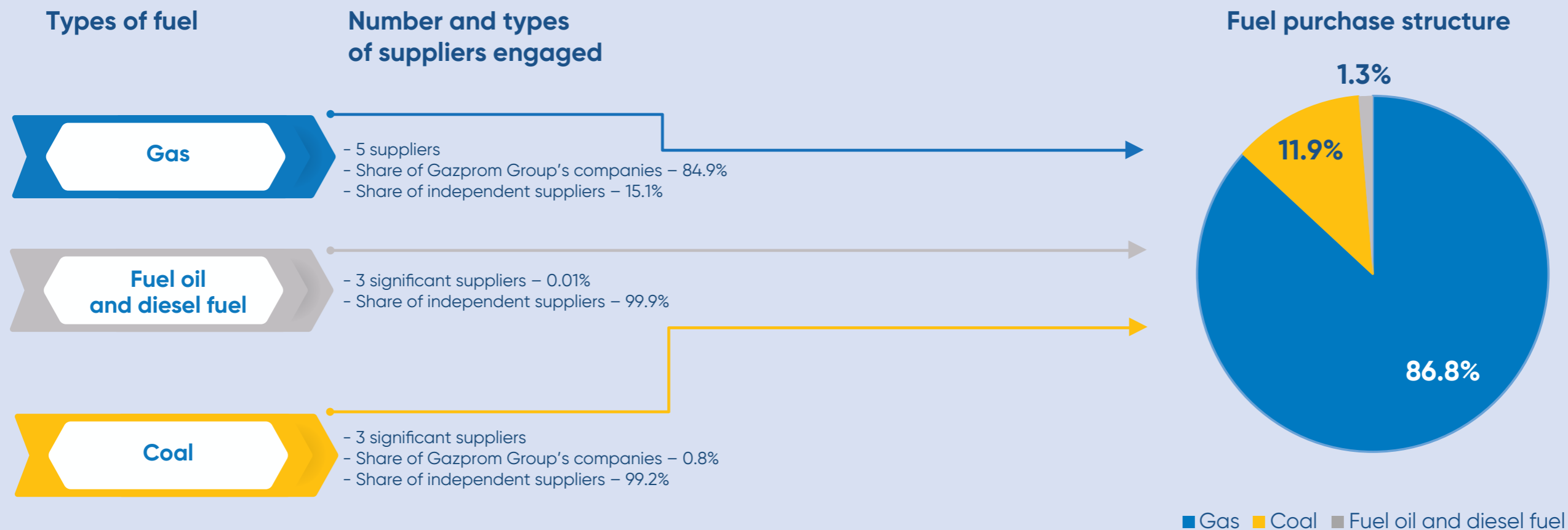
The strategy pursued by OGK-2 in the field of fuel supply is aimed at optimizing the fuel balance in order to minimize costs. It provides for the maximum possible replacement of expensive fuel with other types of fuel, purchase of fuel through competitive procedures, conclusion of long-term contracts for the supply of fuel.

The Company's capacities are dispersed across 12 regions of Russia. In this regard, OGK-2 actively cooperates with regional coal suppliers and optimizes fuel costs through the use of gas and various types of coal by power plants. For the needs of OGK-2 branches, coal from the Pereyaslovsk and Ekibastuz mines, as well as from the Kuznetsk and Donetsk coal basins, is supplied under long-term supply contracts.

There were no significant changes in the Company's supply chain during 2022.

<sup>17</sup> According to financial statements prepared in accordance with RAS standards.

### SUPPLY CHAIN DIAGRAM

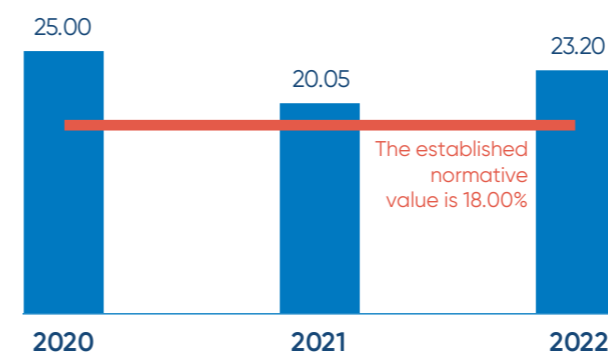


The supply chain of OGK-2 reflects the most significant suppliers and their share in the Company's expenses for the purchase of the main types of raw materials used – gas, coal, fuel oil and diesel fuel. When selecting the most significant suppliers, we were guided by the principle of essentiality – the scheme below shows suppliers whose share is more than 10% in the total cost of deliveries of this type of raw material for 2022.

#### 10.6.1 SUPPORT FOR SMES AND LOCAL SUPPLIERS

The activities of OGK-2 directly affect the economic well-being of the regions where the Company operates. The company actively cooperates with local suppliers, helping them to develop their business and improve the well-being of the territories where they operate. We strive to support local suppliers in the regions where we operate.

Share of SMEs in the total annual volume of contracts concluded as a result of all purchases, %



# APPENDICES

## GRI CONTENT INDEX

Code	GRI indicator	Report section	Comment
GRI 2: The company and its reporting practices 2021			
2-1	Organization data	About the Company, p. 12	
2-2	Units included in the Company's sustainable development reports	About the Company, p. 12, 15	
2-3	Reporting period, frequency and contact information	About the Report, p. 8	
2-4	Information revision	About the Report, p. 9	
2-5	External assurance	GRI content index	The Company does not perform external verification of the Report. Quality control is carried out by data owners.
GRI 2: The activities of the Company and its employees			
2-6	Activities, value chain and other business relationships	About the company, p. 12, 20, 26 Operating and financial results, p. 67, 69	
2-7	Information on the Company's employees and workers	Our Employees and Social Support p. 89, 90 Appendix No.3. Social indicators, p. 126, 128	
2-8	Part-time employees	GRI content index	All the main activities of the Company are carried out by full-time personnel. The share of non-staff workers is insignificant
GRI 2: Corporate management			
2-9	Structure and composition of management	Corporate Governance Overview, p. 38, 41	
2-12	The role of the top management in supervision of impact management	Sustainable development control in Gazprom Energoholding Group, p. 40	
2-13	Delegating Responsibility for Impact Management	Sustainable development control in Gazprom Energoholding Group, p. 40	

Code	GRI indicator	Report section	Comment
2-18	Assessment of the top management operations	Assessment of the Board of Directors Operations, p. 38	
2-19	Remuneration policy	Remuneration of members of the Board of Directors and the managing organization, p. 38	
2-20	The process of determining remuneration	Remuneration of members of the Board of Directors and the managing organization, p. 38	
GRI 2: Strategy, policy, practices			
2-22	Sustainability Strategy Statement	Address by the Management of OGK-2, PJSC, p.6	
2-23	Policy Commitments	About the Company, p. 16 Ethics and human rights, p. 51, 53	
2-24	Implementing Policy Commitments	Ethics and human rights, p. 51, 53	
2-25	Mitigation of adverse effects	Ethics and human rights, p. 51	
2-26	Seeking advice and expressing concerns	Ethics and human rights, p. 52	
2-27	Compliance with laws and regulations	ΠCarrying out environmental audits, p. 76 Ethics and combating corruption, p. 52 Appendix Economic indicators, p. 123	
2-28	Member associations	GRI content index	OGK-2 is a member of the following non-profit organizations: <ul style="list-style-type: none"> <li>• Non-profit Partnership Market Council for Organizing an Efficient System of Wholesale and Retail Electricity and Capacity Trade Association</li> <li>• All-Russian Industry Association of Employers of Energy Suppliers (RaPE Union)</li> <li>• Chamber of Commerce and Industry of the Leningrad Region</li> <li>• Russian Union of Industrialists and Entrepreneurs (RUIE), All-Russian Association of Employers</li> <li>• StroyAllianceProject Association of Designers, a self-regulated organization</li> <li>• Self-Regulated Regional Organization of Builders of the North Caucasus Association (SROB NC Association)</li> </ul>

Code	GRI indicator	Report section	Comment
GRI 2: Stakeholder engagement			
2-29	Stakeholder Engagement Approach	Stakeholder engagement, p. 47	
2-30	Collective agreements	Social policy, health and culture, p. 96	
GRI 3: Essential topics			
3-1	Explanation of material topics and their boundaries	Identifying significant topics, p. 9 Reporting principles, p. 11	
3-2	List of significant topics for the organization	Identifying significant topics, p. 9 Changes in Topic Materiality, p. 10	
3-3	Management of essential topics		Information on the management of essential topics is disclosed in the relevant thematic chapters of the Report.
GRI 201: Economic indicators			
201-1	Generated and distributed direct economic value	Operating and financial results, p. 70	
201-4	Financial assistance received from the state	Operating and financial results, p. 71	
GRI 202: Market presence			
202-1	The ratio of standard entry level of employees' salaries of different genders to the established minimum salary in regions where the Company has significant operations	Our Employees and Social Support p. 91	The company does not have information about the salary level of the workers who are not direct employees of the Company.

Code	GRI indicator	Report section	Comment
GRI 203: Indirect economic impact			
203-1	Investments in infrastructure and gratuitous services	Interaction with local communities, p. 108, 109	All branches of the Company strive to increase the positive impact and minimize the possible negative consequences of their activities for local communities. There were no significant cases of negative impact on local communities in the reporting period.
GRI 207: Taxes			
207-1	Tax policy	Tax policy, p. 111, 112	
207-2	Corporate tax management and control and risk management systems	Tax policy, p. 112	
207-3	Stakeholder Engagement and Tax Management	Tax policy, p. 112	
207-4	Reporting by country	GRI content index	OGK-2 operates on the territory of the Russian Federation.
GRI 301: Materials (2016)			
301-1	Weight/volume of materials used	Supply Chain Management, p. 113	
GRI 302: Energy			
302-1	Energy consumption within the organization	Fuel use, p. 78	
302-4	Reducing overall energy consumption	Energy efficiency and energy saving, p. 77	
302-5	Reduced energy demand for production and services	Energy efficiency and energy saving, p. 77	
GRI 303: Water consumption and water discharge (2018)			
303-1	Responsible water consumption	Responsible water consumption, p. 82	
303-2	Management of wastewater discharges and associated impacts on water resources	Responsible water consumption, p. 82 GRI content index	As related to water disposal, the Company relies on the Order of the Ministry of Agriculture of Russia dated December 13, 2016 No. 552 "On approval of water quality standards for water bodies of fishery significance, including standards for maximum permissible concentrations of harmful substances in the waters of water bodies of fishery significance".
303-3	Water intake	Responsible water consumption, p. 82	

Code	GRI indicator	Report section	Comment
303-4	Water disposal	Responsible water consumption, p. 82	
303-5	Water consumption	Responsible water consumption, p. 82	
GRI 305: Emissions into the atmosphere (2016)			
305-1	Direct greenhouse gas emissions (coverage area 1)	Greenhouse gas emissions in, p. 80	
305-4	Dynamics and intensity of greenhouse gas emissions	Greenhouse gas emissions in, p. 80	
305-5	Reduction of greenhouse gas emissions.	Greenhouse gas emissions in, p. 81	
305-6	Emissions of ozone depleting substances	GRI content index	No ozone-depleting substances are produced at the Company's facilities and are not used in the manufacture of products.
305-7	Air emissions of nitrogen oxides, sulfur oxides and other significant pollutants	Emissions of pollutants into the atmosphere, p. 81	
GRI 401: Employment (2016)			
401-1	Total number of new employees, staff turnover	Recruitment and development of personnel, p. 92 Appendix Social indicators, p. 130	
401-2	Benefits for full-time employees that are not available to temporary or part-time employees	Motivation and reward, p. 91	
GRI 402-1: Interaction with employees			
402-1	Minimum notice period for significant changes in the organization's activities	GRI content index	The Company complies with the Labor Code of the Russian Federation regarding the minimum period for notifying employees of significant changes in the Company, including its reorganization. In addition, the Collective Agreement provides for advance notification of trade union organizations of upcoming reorganizations and provision of information to them about decisions on reorganizations adopted by the meeting of shareholders within 30 days from the date of adoption of the relevant decisions.

Code	GRI indicator	Report section	Comment
GRI 403: Health and safety in the workplace (2018)			
403-1	Occupational Health and Safety Management System	Health and safety, p. 100	
403-2	Identification and assessment of production risks and hazards, and investigation of risk-related incidents	Assessment of occupational health risks, p. 101 Occupational injuries, p. 102, 104	
403-3	Occupational health and safety activities in production	Employee health protection, p. 104	
403-4	Participation of employees, consultation and provision of information on occupational health issues	Occupational health and industrial safety training, p. 105	
403-5	Training of occupational health & safety staff	Occupational health and industrial safety training, p. 105	
403-6	Assistance in employees health improvement	Building a healthy lifestyle, p. 97	
403-7	Prevention and mitigation of health and safety impacts directly related to business relationships	Health and safety, p. 102 GRI content index	The approaches used by the Company to prevent and mitigate significant adverse health and safety impacts resulting from the Company's operations and its products are regulated by the management system..
403-8	Employees covered by the occupational health and safety management system	Health and safety, p. 100	
403-9	Occupational injuries	Occupational injuries, p. 102	
403-10	Occupational diseases	Employee health protection, p. 104	
GRI 404: Training and education (2016)			
404-1	Average annual number of training hours per employee	Employee training, p. 93	

Code	GRI indicator	Report section	Comment
404-2	Programs for staff development and continuous professional growth	Employee training, p. 93 Employee Development p. 94	
GRI 405: Diversity and equal opportunities (2016)			
405-1	Sociocultural diversity of management bodies and employees	Our Employees and Social Support, p. 90	
405-2	The ratio of the basic salary of women and men	GRI content index	There is no difference between the remuneration of men and women in the Company.
GRI 407: Freedom of association and collective bargaining (2016)			
407-1	Business units and suppliers where the right to exercise freedom of association and collective bargaining may be at risk	GRI content index	The company strictly complies with the laws of the country of presence. Under collective agreements and our human rights policy, freedom of association and collective bargaining is guaranteed.
GRI 413: Local communities (2016)			
413-1	Business units with implemented community engagement programs, community impact assessment programs, and community development programs	Contribution to regional development, p. 108	
413-2	Significant actual or potential negative impacts on local communities	GRI content index	OGK-2 does not have a significant negative impact on local communities.

## Basic quantitative data

### ECONOMIC INDICATORS

#### Fuel Consumption

	2020	2021	2022
Gas, mln m <sup>3</sup>	9,734.3	11,689.0	12,504.3
Fuel oil and diesel fuel, thousand tons	20.1	31.3	6.6
Coal, thousand tons	5,331.7	4,556.1	2,032.8
Woodfuel, thousand m <sup>3</sup>	-	-	-

#### Fines and non-financial penalties imposed for non-compliance with laws and regulations

[GRI 2-27]

	2020	2021	2022
Number of non-financial sanctions imposed, pcs.	28	37	33
Total amount of penalties imposed, thousand rubles	2,225	11,090	8,876
Total number of legal actions brought against the Company for non-compliance with laws and regulations	7	2	2

### ECONOMIC INDICATORS

#### Specific consumption of standard fuel (SCSF)<sup>18</sup>

	2021		2021		2022		2022	
	Proportional method		Physical (thermal) method		Proportional method		Physical (thermal) method	
	SCSF for electricity supply, g/kWh	SCSF for thermal energy supply, kg/Gcal	SCSF for electricity supply, g/kWh	SCSF for thermal energy supply, kg/Gcal	SCSF for electricity supply, g/kWh	SCSF for thermal energy supply, kg/Gcal	SCSF for electricity supply, g/kWh	SCSF for thermal energy supply, kg/Gcal
Gas	312.2	141.4	SCSF is not calculated by the physical method for OGK-2 as a whole		311.3	157.3	SCSF is not calculated by the physical method in OGK-2 as a whole	
Coal	524.0	230.1			959	245.4		
mixed energy source (gas + coal) <sup>19</sup>	389.7	252.2			361.6	243.6		

<sup>18</sup> SCSF calculation is based on all fuel burned in the production process, including fuel oil and diesel fuel.

<sup>19</sup> Novochoerkassk SDPP, Cherepovetsk SDPP and Ryazan SDPP use both gas and coal for heat and power generation in order to regulate their fuel mix when prices for these fuels fluctuate.

**Results of work in the area of energy saving and energy efficiency**

	Actual 2021	Plan 2022	Actual 2022
Volume of energy resources consumed excluding water, thousand e.f.t.	16,589	15,332	15,909
Volume of energy resources consumed (VAT exclusive), thousand rubles	74,411,123	82,384,950	85,217,660
Costs for energy saving and energy efficiency measures (VAT exclusive), thousand rubles	40,855	40,330	25,523
Fuel and energy saving due to implementation of the energy saving program, total, thousands equivalent fuel tons	10	4.3	6.1
Cost of energy resources saved due to implementation of the energy saving program, thousand rubles	34,718	18,254	36,483
Electricity savings, total, mln kWh	4.1	1.2	0
including by reducing the cost of power plants' own needs, mln kWh	4.1	1.2	0
Heat savings, total, thousand Gcal	-	3.3	4.5
Fuel savings, total, thousand e.f.t.	8.5	2.7	4.6
including by types:			
Coal, thousand e.f.t.	0.5	2.5	2.5
Gas, thousand e.f.t.	8.1	0.2	2.1
Fuel oil, thousand e.f.t.	-	0	0
Gas saving, mln. m <sup>3</sup>	7.0	0.2	1.8

**Energy savings program efficiency indicators**

	2021		2022	
	Plan	Actual	Plan	Actual
Costs for energy saving and energy efficiency measures (VAT exclusive), thousand rubles	107,729	40,855	40,330	25,523
Fuel and energy resources (FER) saving due to the implementation of the energy saving program, total, thousand equivalent fuel tons	11.003	9.981	4.278	6.141

**Structure of environmental protection costs in the breakdown by nature of investment, thousand rubles**

	2020	2021	2022
Fixed capital investment allocated to environmental protection	25,879	0	0
Current environmental protection costs	692,111	400,613	413,724
Payment for environmental services	130,365	152,457	140,278
Costs of major repairs of fixed assets for environmental protection	79,768	29,554	17,043
Overall costs, total	717,990	582,624	571,045

**The environmental protection costs breakdown by area of investment, thousand rubles**

	2020	2021	2022
Development and approval of permits	6,435	6,275.6	6,999
Industrial environmental control and monitoring	24,179	25,523.8	28,761
Compensation for adverse environmental impacts, including fines and damage removal costs	-	-	-
Fixed capital investment allocated to environmental protection, including:	25,879	0	0
• protection of water resources	-	-	-
• protection of atmosphere air	-	-	-
• protection of soil	25,879	-	-
• protection and reproduction of fish stock	-	-	-
• disposal, decontamination and burial of toxic waste	-	-	-
Total environmental protection costs, including:	692,111	582,623	571,522
• protection of atmosphere air and prevention of climate change	295,624	199,428	191,438
• collection and treatment of wastewater	286,143	253,189	262,860
• waste management	51,742	58,508	64,072
• protection and rehabilitation of soils, surface water and ground water	11,715	24,620	17,325
• protection of the environment from noise, vibration and other physical impacts	4,970	4,528	5,092
• other expenditures	41,917	42,350	30,765

**Total energy consumption for own needs**

		2020	2021	2022
Total power consumption	million kWh	2,534.8	2,693.7	2,468.5
	mln GJ			
	thousand e.f.t.	780.3	849.2	765.5
Total heat consumption	million kWh	359.3	511.1	538.9
	mln GJ			
	thousand e.f.t.	55.8	77.3	81.0
Total gas consumption	million kWh	-	-	-
	mln GJ	-	-	-
	thousand e.f.t.	-	-	-
Total	mln GJ			
	thousand e.f.t.	836.0	926.6	846.5

**Waste generation and disposal, tons**

	2020	2021	2022
Hazard class I	10.8	7.7	2.98
Hazard class II	0.3	13.8	0.16
Hazard class III	1,042.5	1,394.9	2,197.56
Hazard class IV	12,345.6	8,262.1	8,364.05
Hazard class V	1,120,337.9	1,146,956.4	353,462.89
Total accumulated	1,133,737.1	1,156,634.9	364,027.64
Incl:			
<i>oil slime</i>	123.4	815.08	865.95
<i>ash and slag</i>	1,105,057.5	1,085,901.1	345,442.16
Waste transported to other business entities, total:	67,273.4	13,307,829.6	38,206.98
for processing	710.6	424.7	3,141.1
for disposal	51,602.0	51,469.7	28,280.29
for decontamination	526.4	1,145.5	1,137.3
for storage	104.8	13,248,863.7	136.30
for burial	14,329.6	5,926.0	5,511.98
Waste disposed at operated (own) facilities	1,080,769.3	1,139,710.3	344,722.74
Waste disposed of at the enterprise	12,028.6	55,943.1	11,725.53
Decontaminated at the enterprise	2.8	2.5	2.41

**SOCIAL INDICATORS**

**Total number of personnel in the breakdown by type of employment and gender\*, persons**

[GRI 2-7]

Full-time employment						Part-time employment					
2020		2021		2022		2020		2021		2022	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
2,465	4,859	2,401	4,598	2,337	4,438	15	2	16	3	17	4

\* Without external part-time employees.

**Total number of personnel in the breakdown by position, age and gender, persons**

[GRI 405-1]

	Managers		Specialists and officers		Workers		TOTAL
	Women	Men	Women	Men	Women	Men	
<b>2020</b>							
< 30 years of age	6	14	65	85	82	468	720
30–50 years of age	190	748	774	574	696	1,735	4,717
>50 years of age	81	324	214	180	372	733	1,904
<b>Total</b>	277	1,086	1,053	839	1,150	2,936	7,341
<b>2021</b>							
< 30 years of age	7	16	64	75	84	405	651
30–50 years of age	187	696	751	552	644	1,636	4,466
>50 years of age	90	340	214	174	376	707	1,901
<b>Total</b>	284	1,052	1,029	801	1,104	2,748	7,018
<b>2022</b>							
< 30 years of age	7	13	60	85	95	381	641
30–50 years of age	184	683	760	526	581	1,525	4,259
>50 years of age	95	356	223	184	349	689	1,896
<b>Total</b>	286	1,052	1,043	795	1,025	2,595	6,796



**Total number of personnel in the breakdown by age and region\*, persons**

[GRI 2-7]

Region	Headcount as of December 31 of the reporting period	Age				Headcount as of December 31 of the reporting period
		up to 30	30 to 40	40 to 50	50 years of age and above	
2020						
TOTAL	7,341	720	2,008	2,472	2,141	7,018
Amur Region	117	17	52	40	8	171
Vologda Region	496	52	108	184	152	399
Moscow	4	-	2	2	-	3
Saint Petersburg	286	27	126	97	36	300
Krasnodar Territory	209	19	89	58	43	191
Krasnoyarsk Territory	7	-	-	2	5	-
Leningrad Region	787	86	236	224	241	764
Pskov Region	282	18	64	88	112	274
Rostov Region	1,153	139	318	356	340	1,078
Ryazan Region	1,022	59	216	406	341	940
Sverdlovsk Region	231	13	98	71	49	220
Stavropol Territory	736	59	162	274	241	696
Khanty-Mansi Autonomous Okrug	934	161	276	258	239	931
Chelyabinsk Region	950	35	217	388	310	924
Chechen Republic	127	35	44	24	24	127

Age				Headcount as of December 31 of the reporting period	Age				
up to 30	30 to 40	40 to 50	50 years of age and above		up to 30	30 to 40	40 to 50	50 years of age and above	
2021					2022				
651	1,831	2,389	2,147	6,796	641	1,735	2,263	2,157	
23	69	61	18	196	25	78	70	23	
31	82	158	128	358	26	76	135	121	
-	1	2	-	6	-	3	2	1	
24	116	117	43	303	22	105	127	49	
12	81	51	47	199	15	75	60	49	
-	-	-	-	-	-	-	-	-	
82	217	224	241	754	72	205	227	250	
20	58	86	110	272	21	66	75	110	
112	284	329	353	1,079	104	281	310	384	
43	185	386	326	940	53	171	374	342	
11	92	62	55	229	6	89	75	59	
64	135	270	227	704	68	137	253	246	
160	282	256	233	939	177	278	259	225	
34	186	362	342	689	18	126	271	274	
35	43	25	24	128	34	45	25	24	

\* Without external part-time employees.



