

# YOUTH POLICY

The youth policy of Kubanenergo PJSC is aimed at involving young workers in the public activities of the Company, encouraging their professional and creative activity, at the implementation of scientific potential, identification and development of talented students and schoolchildren, increasing their motivation to study in educational institutions for programs of energy orientation and subsequent employment in the Company, and improving the organization of the Company's interaction with educational organizations.

March 31 and April 1-2 of the reporting year in lyceum No. 48, named after A.V. Suvorov of Krasnodar passed the first stage of the All-Russian Olympiad of schoolchildren of PJSC Rosseti.

45 Krasnodar schoolchildren took part in the regional stage of the intellectual competition. At the end of the first stage, where the young people performed test tasks in mathematics, physics and computer science, seven students were selected.

On April 24 the awarding of the winners and prize-winners of the first stage of the All-Russian schoolchildren Olympiad of PJSC Rosseti, and also handing them assignments for the second stage of the Olympiad was held at the executive office of Kubanenergo PJSC.

According to the results of the second stage, two winners of the final part of the Olympiad received the right to participate in the energy project shift organized by PJSC Rosseti based on the Orlyonok All-Russian Children's Center in 2018.

On June 1, 2018, on Children's Day, specialists of Kubanenergo PJSC took part in the opening of the educational session "#Vmeste-Yarche" at the Orlyonok All-Russian Children's Center. They have conducted an intellectual game "Energy charge" and organized a performance for a spectacular Tesla show.

More than 300 boys and girls from 10 to 15 years from 20 regions of Russia and neighboring countries took part in the events. Among them are the winners and prize-winners of the federal round of the All-Russian Competition of Creative, Design and Research Works of Students "#Vmeste-Yarche-2017", the school league of the international engineering championship CASE-IN, the program "Start Energy. Competition of engineering solutions.

The ceremonial opening of the next labor season of student energy teams took place on July 1 at Kubanenergo PJSC. Until mid-August, the detachments worked at the electric grid facilities of the Kuban and the Republic of Adygea.

For the period of the labor season, an employment contract was signed with each member of student teams. All students successfully completed safety training, internships with subsequent knowledge testing and were given permission to work independently. A mentor from among the experienced employees of the Company was assigned to each young specialist.

In 2018, student groups were formed in five branches of the Company – in Armavirskiy, Krasnodarskiy, Sochinskiy, Slavyanskiy, and Labinskiy electrical networks. The total number of Kubanenergo energy units in 2018 was 73 people.

October 11–15, 2018 in Rostov-on-Don the students serviceman of the Company's energy groups from among students of the Kuban State Agrarian University, Armavirskiy Institute of Mechanics and Technology, Slavyanskiy Electrotechnical College and Labinskiy Social and Technical College took part in the closing of the summer labor season of student groups of PJSC Rosseti, which was held in the framework of the All-Russian gathering of student groups.

The student team of Kubanenergo PJSC – Energia Kuban won the bronze medal at the creative festival of student teams of the Rosseti Group of Companies. In addition, the fighters of "Kuban Energy" won prizes in the photo contest and competition for the best article. Thus, Saida Nabokova's creative work "Dynasty of Power Engineers from the village of Adamy" took second place. Photographs of Maxim Khoroshko in the nomination "Selfie of power engineer" and Oleg Pridachina in the nomination "business before pleasure" won the bronze.

In the creative competition of helmets and art objects "Energy Kuban" also showed good results. The art object "I light my heart by flowing the discharge" was ranked third among the 74 works submitted. In the competition helmets work unit "Energy Kuban" won first place.

As a part of the program of the All-Russian rally of student detachments, the commanders of the student detachments of Kubanenergo Vyacheslav Dron (Brothers, the Slavs), Timofey Konkov (Energy of Youth) and activist of the Energetik group Sergei Simonenko took part in laying the Victory Park on the territory of the memorial complex "Sambek Heights" in the Rostov region.

From July 29 to August 4, 2018, a delegation of young specialists from Kubanenergo PJSC took part in the International Forum of Young Industrialists "Forsage" and Power Engineers, which was delivered in the Kaluga Region.

The topic of the 2018 Forum is "People. Technology. Areas. Representatives of 16 energy companies (including the Rosseti Group of Companies), which is more than 400 people from different regions of Russia, during the week developed ideas for the development of their own companies and territories of their presence in the regions, and the best ideas selected by experts were recommended for implementation.

On October 6, 2018, graduates of the energy project shift of PJSC Rosseti, which included the winner of the All-Russian Olympiad of PJSC Rosseti schoolchildren held at Kubanenergo PJSC, Alexander Polovinko and the winner of the All-Russian Forum of Young Scientists "Step into the Future" Roman Korolev, took part in the interactive session of the Youth Day of the Russian Energy Week in Moscow.

One of the traditional formats of the Youth Day is interactive sessions on the formation of youth projects aimed at the development and popularization of the fuel and energy complex of the Russian Federation.

During the interactive sessions, teams developed their projects and presented them to experts, who selected the best initiatives and recommended them for implementation in 2019.

On October 19, specialists of Kubanenergo PJSC host the energy charge intellectual game for the participants of the educational session "Young Power Engineer School." The thematic shift started in Anapa on the basis of the All-Russian Children's Center "Smena" within the framework of the festival "#Together – is Brighter"

Seventy-five children aged 11-17 years from more than 20 regions of Russia and the near abroad took part in an intellectual game. During the game, teenagers could get to know each other better, solving organizational and intellectual tasks in the field of electric power industry together.

The work of the Youth Council of Kubanenergo PJSC is to develop the professional and creative potential of young people, to create the necessary conditions in the Company for the adaptation of newly recruited specialists, their development and professional growth.

In 2018 The Youth Council of the Society participated in the following events:

- a demonstration dedicated to the Spring and Labor Day (May 1, 2018);
- in the action "Immortal regiment" (May 9, 2018);
- in the relay of the Victory banner – the transfer of the Victory banner for storage at KubSAU (May 12, 2018);
- in the initiative "Drop a Cigarette" dedicated to the World No Tobacco Control Day (May 31, 2018);
- in organizing and conducting a children's holiday dedicated to the Children's Day;
- in the preparation and conduct of corporate fishing, football competitions, rope pulling (June 22, 2018);
- in the WorldSkills Championship (August 6-10, 2018);
- in the International Youth Competition of Social Anti-Corruption Advertising "Together Against Corruption!" (July 2 – November 12, 2018);
- in the ceremony of laying wreaths and flowers to the memorial "Soldiers-Liberators" (May 9, 2018);
- in the action "World Day of Action of Trade Unions" For Decent Work!" – discussion of decent work standards in the field of wages (meeting of young specialists of the enterprise) (October 24, 2018);
- in open days together with students of educational organizations;
- in a New Year's matinee for children of workers, in the presentation of gifts to children from Father Frost and Snow Maiden.