

## ACHIEVEMENT REPORT

DESCRIPTION OF ACTIONS:
HUMAN RIGHTS
<ol style="list-style-type: none"> <li>1. For the safe conduct of work, production staff are fully provided with means of individual and collective protection (special clothing, special shoes, safety belts, protective helmets, etc.).</li> <li>2. In the conditions of the Covid-19 pandemic, the company provided remote access to the electronic document management system and e-mail, transferred all employees to Office 365. For employees whose presence in the office was necessary, a home-work-home transfer was organized. The rooms were cleaned using disinfectants. Free testing (PCR and ELISA) was conducted for employees suspected of having COVID-19 or who were contact persons.</li> <li>3. In order to prevent injuries at work, employees are trained in occupational safety, knowledge testing, operational control of work performance, occupational safety days and comprehensive check, replacement and modernization of hazardous equipment.</li> <li>4. In order to prevent and prevent the impact of harmful factors in production, attestations of workplaces and a complex of medical examinations of staff, provision of protective equipment, first aid kits, signs, etc. are carried out.</li> <li>5. The company has developed a plan of organizational and technical measures for labor protection, which is being successfully implemented.</li> </ol>
EMPLOYMENT RELATIONSHIP
<ol style="list-style-type: none"> <li>1. The absolute majority of the company's staff (99%) work under the terms of a permanent employment contract and full-time employment. Most employees are concentrated in the Kyiv region (41% of the total number)</li> <li>2. Ukrenergo has an outplacement program, through which the employees who are dismissed can receive advice on preparing resumes, looking for a job, as well as financial support in the amount of up to five average monthly wages in accordance with the terms of the collective agreement.</li> <li>3. To increase the involvement and loyalty of employees, based on the competency model, an evaluation system was developed based on key competencies. According to the results of the assessment of competencies for 2019, the average salary of full-time employees of the company in 2020 increased by 17.3% compared to 2019.</li> </ol>
ENVIRONMENT
<ol style="list-style-type: none"> <li>1. As a result of the activities of NEC "Ukrenergo" household and industrial waste of various hazard classes are generated. The largest amount of waste is generated during the construction/reconstruction of networks and capital repairs of equipment In all units of the company, work organization plans for waste management have been developed and approved, and selective collection of waste, in particular household waste, has been introduced. Waste is stored and sorted by hazard class, type and the possibility of its use as secondary raw materials in accordance with the requirements of the legislation on waste management. The disposal of hazardous waste is carried out in accordance with</li> </ol>

the legislation and under the terms of contracts with specialized enterprises that have a license in the field of waste management.

2. Ukrenergo successfully uses electric cars for its own needs.
3. Ukrenergo has developed and implemented a system of internal environmental inspections.
4. NEC "Ukrenergo" successfully implemented the concept of "green office" and was the first among state-owned companies to switch to 100% use of paper from secondary raw materials.
5. Ukrenergo received permits for emissions of polluting substances into the atmosphere by stationary sources and permits for special water usage, and the fulfillment of the conditions of the permits was ensured.
6. Ukrenergo supports the implementation of sustainable solutions during the production and consumption of electricity and encourages market participants to do so, developing the project of "smart" networks (smart grid), energy storage systems, and also promotes the development of renewable energy sources that allow reducing anthropogenic load on the environment
7. In order to reduce and prevent the negative impact on the environment, 9 permits for special water usage were updated and the conditions of the obtained permits were ensured. Primary accounting of water consumption and drainage, accounting of the quality of discharged return water is ensured.

#### **ANTI-CORRUPTION**

1. One of the main principles of the company's activity is compliance with the principle of zero tolerance for corruption. To this end, in 2020, a number of systemic measures were carried out, in particular, the "Code of Ethics" was agreed, a compliance risk assessment was carried out, the implementation of the project "Representatives of the Compliance Office" was started, and others in accordance with the Compliance Roadmap approved by the Supervisory Board.
2. –office.
3. Ukrenergo annually conducts a survey among employees about the level of ethical culture in the company and the absence of cases of corruption offenses.
4. In 2020, a new edition of the Anti-corruption program of the NEC "Ukrenergo" was developed and approved. The update was due to the transformation of SE "NEK" Ukrenergo" into PrJSC "NEK" Ukrenergo", as well as the provisions of the Company's Charter and Compliance Policy.
5. To ensure the implementation of the Anti-corruption Program and national anti-corruption legislation, Ukrenergo conducts regular communication campaigns that cover all employees, regardless of category or production unit.
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7. In particular, a short version of the Code of Ethics was developed. An electronic training course "Code of Ethics: Practice" was also created in the format of an animated game.
8. It is traditional to hold an honesty week at Ukrenergo on the occasion of the International Day of Ethics. This year, to remind about the importance of honesty

and to build a strong corporate culture, the company's employees published their stories on the corporate portal about how honesty helped them succeed. In addition, in order to increase attention to the problem of corruption on the International Anti-Corruption Day, an online quiz on anti-corruption legislation awareness was conducted among Ukrenergo employees.

#### EVALUATION OF RESULTS

1. 100% of Ukrenergo employees are acquainted with the Anti-Corruption Program.
2. Over the past year, the average salary has increased by 17.3%.
3. Gender distribution of staff– 27,2% women, 72,8% men among the total number of staff.
4. 49,4% of full-time employees participated in professional training programs (excluding distance learning).
5. 1,043 Ukrenergo employees received training at the VTC center "Vinnytsia-Elektrotehnologiya", 706 Ukrenergo employees received training at a specialized center in Zaporizhzhya, 6,254 employees received training on occupational health and safety issues.
6. Reduction of methane emissions thanks to the transition to the usage of paper from secondary raw materials.
7. The environmental management system operates in accordance with the requirements of the international standard ISO 14001:2015 "Environmental management systems. Requirements and instructions for use"
8. A system for post-project monitoring of Ukrenergo reconstruction projects has been implemented.
9. Thanks to the rational consumption of resources, the Ukrenergo company managed to reduce the usage of water by 4,3%, the consumption of electricity and thermal energy by 4,6%, CO<sub>2</sub> emissions were reduced by 19%, thanks to the usage of cars, it was possible to prevent 70,4 tons of CO<sub>2</sub> emissions