

UNIFIED INDUSTRY SOCIAL POLICY
of Rosatom State Corporation and its Organizations

1. Purpose and Scope

1.1. This Unified Industry Social Policy of Rosatom State Corporation and its organizations (hereinafter referred to as the Policy) is developed in accordance with paragraph 15 of Article 7 of the Federal Law No. 317-FZ dated 01/12/2007 "On State Atomic Energy Corporation Rosatom" in order to establish uniform rules for social protection of employees in Rosatom State Corporation and organizations of Rosatom State Corporation and ensure its implementation.

1.2. The Policy establishes:

unified terminology in the field of social work;

goals, approaches, mechanisms for implementing social work;

social benefits in excess of standards defined by the legislation of the Russian Federation.

1.3. Compliance with the Policy is mandatory for Rosatom State Corporation and its organizations.

1.4. The Policy is an open, public document of Rosatom State Corporation.

1.5. Local regulatory acts of Rosatom State Corporation and organizations of Rosatom State Corporation governing social work must comply with the Policy provisions.

Local regulatory acts of Rosatom State Corporation organizations (including branches and representative offices of Rosatom State Corporation organizations) operating outside the Russian Federation may include social benefits stipulated by the Policy that do not contradict the laws of the foreign state in whose territory their activities are carried out. If legislation of the foreign state in the territory of which the activity is carried out provides for mandatory social guarantees specified or not specified in the Policy, then such guarantees shall not be included in social expenditures of these organizations of Rosatom State Corporation.

1.6. The person responsible for updating the Policy and monitoring its implementation in accordance with the requirements of Regulation on the System of Regulatory Documents of Rosatom State Corporation is HR Director.

2. Short Terms and Abbreviations

In this document, in addition to the acronyms established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 5 of the Policy, the following short terms are used:

Short Term	Expansion
Highly qualified specialists	Highly qualified employees (workers of the 5th and higher categories, specialists of the highest qualification category, specialists with the highest RECORD rating, executives leading strategic activities and organization projects), employees of rare specialties (according to the lists of Rosatom State Corporation organizations)

	which are difficult to recruit on the regional labour market.
HRPD of State Corporation	HR Policy Department of Rosatom State Corporation
Additional paid leave	The day(s) provided to the employee to resolve family circumstances (family problems or parental responsibilities) paid by the employer.
Financial assistance	Assistance in cash voluntarily provided by Rosatom State Corporation or organizations of Rosatom State Corporation to employees being in need of financial support, to their close relatives or non-working retirees and not taken into account when calculating the average monthly salary of employees.
Young employees	Workers under the age of 35 inclusive.
Young specialists	Graduates of educational institutions up to 35 years old inclusive who have a diploma of secondary vocational and/or higher education who have graduated from an educational institution not more than one year before employment and who first started working in Rosatom State Corporation or organizations of Rosatom State Corporation after graduation from an educational institution in their specialty (duration of military service by induction or alternative civilian service substituting the military service by induction, period of stay on parental leave with children under 3 years old are not counted). This status can be assigned for a period of not more than 3 years from the date of recruitment.
MC organizations	Rosatom State Corporation organizations being in the MC (Management Company) governance circuit
Exempted union employees	Trade union employees released from work in Rosatom State Corporation or in Rosatom State Corporation organization as a result of election to elective posts in the elective body of the primary trade union organization, which after the expiration of their office terms return to their previous job (position), and in the absence thereof, based on employee's written consent, to another equivalent job (position) with the same employer.
Union committee	The elective body of the primary trade union organization.
Social expenditures	Funds spent by Rosatom State Corporation or organizations of Rosatom State Corporation to provide social benefits to employees, non-working retirees and their family members.
SoyuzAtom of Russia	The Union of Employers of the Nuclear Industry, Energy and Science of Russia
Social benefits	Additional benefits (services, cost compensation, payments to employees, measures) that Rosatom State Corporation or organizations of Rosatom State Corporation provide at their own initiative and at their own expense.
SHR unit of organization	A business unit of organization of Rosatom State Corporation, which is not MC, responsible for HR management.

Table of Abbreviations and Expansions

Abbreviation	Expansion
NPP	Nuclear Power Plant
TD	Temporary disability
VHI	Voluntary health insurance
UIPS	Unified Industry Procurement Standard (Procurement Regulations) of Rosatom State Corporation
CC	Closed City
Back-end	End of life cycle
ICI	Individual commercial incentive
CA	Collective agreement
CSP	Corporate social program – an established practice of providing employees of Rosatom State Corporation and organizations of Rosatom State Corporation, their families and non-working retirees with social benefits.
LRA	Local regulatory act
NSPP	Non-state pension provision
NSPF	Non-state pension fund
CHI	Compulsory health insurance
SA	Sectoral agreement on nuclear energy, industry and science for 2012–2014 and subsequent years.
PTUO	Primary trade union organization
RWA	Rehabilitation and wellness activities
SE	Social expenditures
RTUNEIW	Russian Trade Union of Nuclear Energy and Industry Workers
AMS	Average monthly salary
HRT	Health resort treatment
HRO	Health resort organizations
HRI	Health resort institutions
MC	Management company of a division, an incubated business or complex of Rosatom State Corporation
MC SHR unit	Business unit of the Management Company, the Directorate for Human Resources and Organizational Development of NWS (for NWS organizations) or a business

	unit of Rosatom State Corporation responsible for HR management
SIF	Social Insurance Fund of the Russian Federation
RW	Radioactive Wastes
SNF	Spent nuclear fuel
NRHF	Nuclear and radioactive hazardous facilities

3. Social Policy: Goals, Approaches to Implementation

3.1. Social policy is implemented in order to:

increase the attractiveness of Rosatom State Corporation and Rosatom State Corporation organizations in the labour market;

attract and retain young specialists and highly qualified specialists;

increase employees' loyalty;

increase the efficiency of social expenditures.

3.2. Basic approaches to the implementation of social policy:

3.2.1. Categorization of nuclear industry organizations. SE standardization

Nuclear industry organizations are divided into three social categories:

1st social category – organizations of Rosatom State Corporation located in CC, NPP cities, single-industry towns;

2nd social category - Rosatom State Corporation and organizations of Rosatom State Corporation not related to the 1st and 3rd social categories;

3rd social category - organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation.

Appendix No. 1 to this Policy sets the marginal SE standards that determine the maximum annual cash amount per employee of Rosatom State Corporation or Rosatom State Corporation organization spent on social benefits.

The volume of SE for each organization of Rosatom State Corporation is annually planned in accordance with budget planning scenario conditions.

Standardization of SE is carried out based on a list of costs that must be attributed to SE (Appendix No. 2 to this Policy).

3.2.2. CSP Standardization

Social policy is implemented through the following CSPs:

CSP for employees' VHI (Appendix No. 3 to this Policy);

CSP for voluntary accident and health insurance (Appendix No. 4 to this Policy);

CSP for health resort treatment of employees and their children, children's recreation (Appendix No. 5 to this Policy);

CSP for assisting employees in improving their housing conditions (Appendix No. 6 to this Policy);

CSP for assisting employees in certain life situations (Appendix No. 7 to this Policy);

CSP for supporting non-working retirees (Appendix No. 8 to this Policy);

CSP for organization of sports and cultural events (Appendix No. 9 to this Policy);

CSP for employees catering (Appendix No. 10 to this Policy);

CSP for non-state pension schemes (Appendix No. 11 to this Policy);

CSP for employees' well-being (Appendix No. 12 to this Policy).

The CSP list is exhaustive.

None of the CSPs is mandatory for implementation by Rosatom State Corporation or organizations of Rosatom State Corporation.

If Rosatom State Corporation or organizations of Rosatom Corporation take a decision on the implementation of a specific CSP from among those established by this Policy, the mechanisms and conditions for its implementation must comply with the mechanisms and conditions set forth in the corresponding appendix to this Policy.

3.2.3. Decision on the implementation of CSP in Rosatom State Corporation and organizations of Rosatom State Corporation

The decision to implement any CSP in Rosatom State Corporation and organizations of Rosatom State Corporation is made by the head of the organization after a joint discussion with the PTUO or other employees representative body (if any) on the basis of the organization's development strategy and the HR objectives determined by the strategy. As part of the implementation of CSP, organization leaders shall ensure:

setting specific criteria for the provision of social benefits that exclude or minimize the influence of subjective factors;

informing employees and non-working retirees about social benefits that can be provided in the framework of CSP implementation, as well as about the possibilities to obtain them;

determining the procedure for applying for social benefits and prompt decision-making on provision thereof;

social policy budgeting.

In case the amount of benefit is established by the CSP, the decision on its provision is made on formal grounds. In the event that the amount of benefits established by the CSP is not established in specific monetary terms, the decision is made by the head of the organization taking into account the motivated opinion of the PTUO or other employees' representative body (if any).

In order to control the implementation of the Policy and ensure the principle of unity in of nuclear industry management, the following draft LRA coordination mechanism is used in Rosatom State Corporation organizations that regulate the implementation of the CSP:

HRPD of Rosatom State Corporation approves LRA of MC and organizations directly subordinated to Rosatom State Corporation;

MC SHR unit coordinates LRA of organizations included in their governance circuit;

The Department for Human Resources and Organizational Development of the NWC, the Directorate of end of life cycle enterprises, and the Directorate of the Northern Sea Route shall coordinate LRA of the organizations of Rosatom State Corporation supervised by the respective manager of Rosatom State Corporation.

If LRA of organizations being the part of MC governance circuit and supervised by the First Deputy CEO, Director for State Policy in the field of RW, SNF and NRHF decommissioning, Deputy CEO, Director of the Northern Sea Route Directorate contain deviations from the terms and conditions of CSP, then MC SHR unit, NSW HR management and organizational development directorate, end of life cycle enterprises management, the Directorate of the Northern Sea Route shall send the organizations' LRA with the results of their expert assessment to the State Corporation HRPD.

4. Policy Performance Indicators

Assessment of effectiveness of the Policy implementation in Rosatom State Corporation and its organizations is carried out based on the following indicators:

4.1. The share of young employees (%) is determined according to quarterly HR reporting data.

Grade Scale:

Ineffective	Poor efficiency	Effective	High efficiency
Less than 27%	27–29%	30–33%	34% and more

4.2. Satisfaction with the social package (question on the social package in the framework of engagement factor "Reward and Recognition") (%) is determined based on the results of engagement survey.

Grade Scale:

Ineffective	Poor efficiency	Effective	High efficiency
Less than 30%	31–49%	50–59%	60% and more

4.3. The number of days of TD due to illness or injury per 100 employees per year (in days) is determined according to the annual HR reporting data.

Grade Scale:

Ineffective	Poor efficiency	Effective	High efficiency
More than 1000 days	800–999 days	600–799 days	599 and less

4.4. Proportion of SE (%) directed to organization employees from the total SE volume. Is determined according to HR reporting data by excluding from the total SE volume the expenditures for:

family members of employees with the exception of employees' children;

non-working retirees;

maintenance of trade union, veteran and other organizations (if any);

wages and social benefits for exempted union employees and staff members of trade union committees.

Grade Scale:

Ineffective	Poor efficiency	Effective	High efficiency
Less than 50%	51–65%	66–79%	80% and more

For certain organizations of Rosatom State Corporation, HRPD of State Corporation may obtain approvals for deviations from this indicator values.

MC shall submit to the HRPD proposals on deviations of the values of this indicator in relation to organizations being in the governance circuit of MC, taking into account the motivated opinion of PTUO or other employees' representative body (if any) of the relevant organizations. Organizations directly subordinated to Rosatom State Corporation shall send their proposals on deviations of values, taking into account the motivated opinion of PTUO or other employees' representative body (if any) directly to HRPD.

Rosatom State Corporation and its organizations shall annually (no later than April 1 of the year following the reporting one) assess the effectiveness of the Policy implementation and the CSPs implemented. Based on the results of the assessment, together with the PTUO or other employees' representative body (if any), they formulate an action plan to improve the effectiveness of the Policy implementation and the CSPs implemented.

5. Regulatory References

- 5.1. Constitution of the Russian Federation.
- 5.2. Labour Code of the Russian Federation.
- 5.3. Civil Code of the Russian Federation.
- 5.4. Law of the Russian Federation No. 4015-1 dated 27/11/1992 "On Organization of Insurance Business in the Russian Federation".
- 5.5. Federal Law No. 5-FZ dated 12/01/1995 "On Veterans".
- 5.6. Federal Law No. 81-FZ dated 19/05/1995 "On State Benefits for Citizens with Children".
- 5.7. Federal Law No. 75-FZ dated 07/05/1998 "On Non-State Pension Funds".
- 5.8. Federal law No. 167-FZ dated 15/12/2001 "On Statutory Pension Insurance in the Russian Federation".
- 5.9. Federal law No. 167-FZ dated 15/12/2001 "Om Compulsory Pension Insurance in the Russian Federation".
- 5.10. Federal law No. 255-FZ dated 29/12/2006 "On Mandatory Social Insurance in Case of Temporary Disability and Maternity".
- 5.11. Federal Law No. 317-FZ dated 01/12/2007 "On State Atomic Energy Corporation Rosatom".
- 5.12. Federal Law No. 56-FZ dated 30/04/2008 "On Additional Premiums for the Investment Part

of Retirement Pension and State Support for the Formation of Pension Savings".

5.13. Federal Law No. 213-FZ dated 24/07/2009 "On Amending Certain Legislative Acts of the Russian Federation and Recognizing Certain Legislative Acts (Provisions of Legislative Acts) of the Russian Federation as Repealed in Connection with the Adoption of the Federal Law "On Insurance Contributions to the Pension Fund of the Russian Federation, the Social Insurance Fund of the Russian Federation, the Federal Fund for Compulsory Health Insurance and Territorial Funds for Compulsory Health Insurance".

5.14. Federal Law No. 323-FZ dated 21/11/2011 "On Fundamental Healthcare Principles in the Russian Federation".

5.15. Federal Law No. 400-FZ dated 28/12/2013 "On Insurance Pensions".

5.16. Federal Law No. 422-FZ dated 28/12/2013 "On Guaranteeing the Rights of Insured Persons in the Compulsory Pension Insurance System of the Russian Federation in the Formation and Investment of Pension Savings, Establishing and Making Payments from Pension Savings".

5.17. Federal Law No. 424-FZ dated 28/12/2013 "On Funded Pension".

5.18. Federal Law No. 350-FZ dated 03/10/2018 "On Amending Certain Legislative Acts of the Russian Federation Regarding the Assignment and Payment of Pensions".

5.19. Unified Industry Procurement Standard (Procurement Regulations) of Rosatom State Corporation approved by Resolution of the Supervisory Council of the State Corporation No. 37 dated 07/02/2012.

5.20. Unified industry guidelines for organizing health resort treatment, rehabilitation and health-improving measures for employees (including employees with children), non-working retirees at the expense of Rosatom State Corporation and its organizations own funds (Order of Rosatom State Corporation No. 1/897-P dated 14/09/2015).

5.21. Regulation on the System of Regulatory Documents of Rosatom State Corporation (Order of Rosatom State Corporation No. 1/1176-P dated 04/12/2015).

5.22. Unified Industry Procedure for Managing the Engagement of Employees of Rosatom State Corporation and its Organizations (Order of Rosatom State Corporation No. 1/96-P dated 06/02/2017).

Social Categories of Nuclear Industry Organizations
and SE Marginal Standards

Social category of nuclear industry organizations	Organizations	The marginal SE value for 1 employee per year, thousand roubles
1	Organizations of Rosatom State Corporation located in CC, NPP satellite towns and single-industry towns	70
2	Rosatom State Corporation and organizations of Rosatom State Corporation not related to the first and third social categories	55
3	Organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation	Is established for each organization (including its branches, representative offices), based on the obligations of employer (see Note)

Note:

The list of obligations of the employer for calculating the SE standard:

employees' VHI;

VHI of accompanying family members of employees of Rosatom State Corporation organizations (including their branches, representative offices) operating outside the Russian Federation;

accident and health insurance;

financial assistance;

compensation of fare for employees and accompanying family members of employees traveling to the place of permanent residence;

compensation of fare for employees and accompanying family members of employees traveling to the place of spending leave and back;

organization of sports and cultural work;

organization of catering;

non-state pension schemes for employees who became members of CSP for NSPP in the organization of Rosatom Energy Corporation located in the Russian Federation;

CSP for employees' well-being.

List of Expenses Related to SE

No.	Expenses (costs) accounted
1.	Health plans
1.1.	Employees' VHI
1.2.	Accident and health insurance
1.3.	Payment of services to healthcare organizations under direct contracts
1.4.	VHI of accompanying family members of employees of organizations (including their branches, representative offices) operating outside the Russian Federation
1.5.	Payment to employees of organizations (including their branches, representative offices) operating outside the Russian Federation, payment for services of healthcare organizations related to the health care of employees and accompanying family members of employees
2.	Health resort treatment
2.1.	Employees HRT and RWA
2.2.	HRT and RWA of employees' children
2.3.	Recreation of employees in a preventive clinic
2.4.	HRT and RWA of employees' family members
3.	Non-working retirees support
3.1.	Payment for services to healthcare organizations under direct contracts on servicing non-working retirees
3.2.	HRT and rehabilitation of non-working retirees
3.3.	Recreation treatment of non-working retirees in a preventive clinic
3.4.	Regular supplements to pensions (financial assistance) to non-working retirees who retired before 01/01/2015
3.5.	Financial assistance to non-working retirees in case of damage or loss of personal property as a result of extraordinary circumstances
3.6.	Financial assistance to non-working retirees in connection with a difficult financial situation related to illness or death of close relatives of retiree
3.7.	Financial assistance to the family of a non-working retiree in the event of death of the non-working retiree
3.8.	Financial assistance to non-working retirees for prosthetics
3.9.	Financial assistance to non-working retirees in connection with a serious illness

3.10.	Financial assistance to non-working retirees – veterans and participants of the Great Patriotic War (hereinafter – the GPW) for the Victory Day
3.11.	Financial assistance to non-working retirees in connection with corporate anniversaries and holidays
3.12.	Financial assistance to non-working retirees in connection with anniversary dates of the non-working retirees
3.13.	Additional types of financial assistance to non-working retirees based on the LRA of organization (specify the exact types of assistance)
3.14.	Expenses for the maintenance of veteran organizations (payments to employees of veteran councils, salary of the chairman of veteran council)
4.	Assistance in home-buying
4.1.	Compensation to employees of expenses for reimbursement of interest rate on a home loan for improving housing conditions
4.2.	Compensation of the cost of rent (accommodation) in a dormitory, corporate housing, rented housing
5.	Non-state pension schemes
5.1.	Funds allocated to NSPF for additional NSPP of employees within the framework of NSPP programs that were in force before the introduction of co-financing principle
5.2.	Pension contributions transferred by the employer to NSPF in favour of program participants under the Pension scheme No. 1 to registered pension accounts of employees in NSPF
5.3.	Pension contributions transferred by the employer to NSPF in favour of program participants under the Pension scheme No. 2 to registered pension accounts of employees in NSPF
5.4.	The amount of other (except contributions) supplements transferred by the organization to NSPF for retiring employees (including the amount of lump sum payments transferred to NSPF for employees retiring before 31/12/2024)
6.	Organization of catering
6.1.	Meal allowance
6.2.	Expenses for organization of catering (except for allowances and therapeutic nutrition)
7.	Award policy
7.1.	Lump sum payments to employees in connection with state and government awards
7.2.	Lump sum payments to non-working retirees in connection with state and government awards
8.	Organization of cultural and sports events
8.1.	Gifts for children of employees (for the New Year, tickets for New Year performances, gifts for the Day of Knowledge, etc.)
8.2.	Payment to counterparties for the organization and conduct of sports, cultural events (rent of

	premises, sports equipment, coach work, etc.) and events for children
8.3.	Compensation to employees for the cost of sporting activities in sports sections and fitness clubs
8.4.	The costs of organizing and conducting sports, cultural events and events for children by the organization
8.5.	Funds transferred to the PTUO account for physical fitness, cultural events for employees, their children and non-working retirees
9.	Financial assistance, other types of assistance
	Financial assistance in the event of:
9.1.	Birth/adoption of a child/children
9.2.	Death of close relatives
9.3.	Death of employee
9.4.	Employee's disability or death in an industrial accident
9.5.	Financial assistance to employees in cases of damage or loss of personal property as a result of extraordinary circumstances
9.6.	Financial assistance in case of employee's serious illness
9.7.	Financial assistance in case of serious illness of employee's child/children
9.8.	Financial assistance to employees in the form of monthly supplement to the state maternity/paternity allowance for employees being on a childcare leave without pay until the child reaches the age of 3 years
9.9.	Financial assistance to employees having large families ¹ , to parents with dependent child (children) with disabilities, to parents raising children alone
9.10.	Financial assistance to employees for paying the services of preschool institutions
9.11.	Financial assistance to young specialists at the time of employment
9.12.	Financial assistance to young specialists in arranging everyday life
9.13.	Financial assistance to young specialists in connection with marriage
9.14.	Financial assistance to young specialists during the period when an employee or his spouse is on parental leave until the child reaches the age of 3 years
9.15.	Payment of additional leave days (in excess of duration established by the Labour Code of the Russian Federation)
9.15.1.	To parents of first-grade pupils on the 1 st of September
9.15.2.	In connection with funeral of close relatives
9.16.	Benefit for a period of employee's temporary disability when being treated in hospital in case of loss in employee's monthly earnings

9.17.	Benefit for a period of temporary disability in case of outpatient treatment of an employee or caring for a child under 15 years old, in case of treatment in day hospitals or one day hospitals of the employee and/or his/her child, treatment in hospitals of a child of the employee under 15 years old in case of loss in employee's monthly earnings
9.18.	Additional types of assistance to employees in accordance with organization's LRA
9.19.	Compensation of the cost of transit passes for employees to travel to and from work by public transport
9.20.	The costs of organizing the delivery of employees to the place of work and back if it is possible to use public transport services
9.21.	Compensation of the fare to employees and accompanying family members of employees of organizations (including branches and representative offices) operating outside the Russian Federation to the place of permanent residence
9.22.	Compensation of the fare to the place of spending leave and back to employees and accompanying family members of employees of organizations (including branches and representative offices) operating outside the Russian Federation
10.	Other social expenses (as agreed with PTUO, other employees' representative body (if any), and HRPD of the State Corporation)
10.1	Other social expenses ² (as agreed with PTUO, other employees' representative body (if any) and HRPD) (specify exact expenses)
10.2	The costs of maintaining the primary trade union organizations (social benefits, payments to exempted PTUO employees, salary of the PTUO chairman)

¹ The status of a large family is determined by regulatory legal acts of the constituent entities of the Russian Federation.

² Other social expenditures shall be agreed with HRPD in separate letters.

CSP for Employees' VHI

1. CSP purpose

Providing employees with affordable qualified medical care regardless of the region.

2. Participants

This CSP applies to employees of Rosatom State Corporation and organizations of Rosatom State Corporation, as well as exempted union employees, full-time employees of the trade union committee (in accordance with CA terms and conditions) (hereinafter referred to as the Insured Persons), as well as part-time employees³ during their work in the State Corporation or its organizations.

3. Short Terms

In this Appendix, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Table of Short Terms

Short Term	Expansion
Healthcare organizations	Healthcare and other organizations having the right to carry out medical activities on the basis of a license issued in the manner prescribed by the legislation of the Russian Federation: healthcare and preventive institutions, research and medical institutes, other institutions providing medical and other services, as well as persons who carry out medical activities both individually and collectively; specialized organizations, which, on behalf of the Insurer, provide organization of medical and other services specified by the VHI agreement to Insured Persons.
VHI program	The list and scope of medical and other services provided to the Insured Person under the VHI agreement.
VHI insurance event	The Insured Person's appeal to a healthcare organization – from the list of organizations stipulated by the insurance contract during the entire term of its validity – for consultative, preventive, therapeutic, emergency, rehabilitation (after a serious illness) and other assistance (service), in case of acute illness, exacerbation of chronic disease, injury (including poisoning, burn, frostbite), in accordance with the VHI Program stipulated by the insurance contract, and which entailed expenses for payment thereof.

4. Mandatory Conditions for CSP Implementation

The expenses of Rosatom State Corporation and organizations of Rosatom State Corporation for VHI should not exceed the standards established by Rosatom State Corporation for the planned period and the legislation of the Russian Federation as part of labour costs for tax purposes.

The VHI programs of CSP participants are determined depending on the position held and the region where the organization of Rosatom State Corporation is located in accordance with Table 1.

Table 1

Distribution of CSP Participants by VHI Programs Insurance programs	Rosatom State Corporation, MC, organizations in Moscow and St. Petersburg	Regions	
		Option 1	Option 2
Program for Management	Managers (1–3 grade inclusive)	Managers (up to 2 grade inclusive)	Program 1 – employees (2–6 grade inclusive)
Program 1	Employees (up to 5 grade inclusive)	Employees (up to 6 grade inclusive)	
Program 2	Employees (6–7 grade inclusive)	Employees (7–8 grade inclusive)	Program 2 – employees (7–18 grade inclusive)
Program 3	Employees (8–18 grade inclusive)	Employees (9–18 grade inclusive)	

The unit price limits for VHI programs (the annual cost of the insurance policy per 1 Insured Person in accordance with the category of the Insured Person) are determined by Rosatom State Corporation based on the results of the preliminary selection of insurers in accordance with the established procedure.

The validity period of the VHI agreement for tax accounting purposes shall not be less than 1 year.

To ensure accessibility and continuity in the organization of medical care, the healthcare organizations of Federal Medical and Biological Agency (FMBA) of Russia should be included in the list of healthcare organizations participating in the VHI programs.

VHI for family members of employees of Rosatom State Corporation and organizations of Rosatom State Corporation is paid at the expense of personal funds of employees under individual VHI agreements concluded between the employee and the insurance company.

5. Conditions Recommended for CSP Implementation

VHI programs differ in the level of healthcare organizations and may include, in addition to the basic list of types of medical care, an additional list of types of medical care (depending on the financial capabilities of the organization of Rosatom State Corporation).

Basic list of types of medical care:

outpatient care, including home care;

ambulance and emergency medical care;

in-patient care;

dental care;

rehabilitation treatment, including treatment after a serious illness;

some types of expensive medical care;

emergency medical care during business trips in the territory of the Russian Federation.

Additional list of types of medical care:

rehabilitation treatment for medical reasons;

provision of medical services in specialized medical offices organized on the territory of the Insured Person;

other additional types of assistance that meet the needs of the organization of Rosatom State Corporation and is agreed with the Insurer.

The VHI program in the organizations of Rosatom State Corporation can be prepared taking into account the impact on the health of employees of existing hazardous and(or) harmful production factors, the terms of collective agreements and employment contracts, and the territorial specifics of the healthcare organization.

6. CSP Implementation Mechanism

Rosatom State Corporation is conducting a pre-qualification of VHI insurers in accordance with the UIPS.

VHI agreement concluded with Rosatom State Corporation or the organization of Rosatom State Corporation contains the Insurer obligations to organize and pay for provision of medical and other related services to Insured Persons in accordance with VHI Program.

7. Indicators for Assessing CSP Implementation Efficiency

The number of TD days due to illness or injury per 100 employees per year according to the annual HR reporting.

Indicator grade scale

Ineffective	Poor efficiency	Effective	High efficiency
More than 1000 days	800–999 days	600–799 days	599 days and less

³ A VHI policy can be issued to a part-time employee as agreed upon with the SHR unit of Rosatom State Corporation only unless the CSP for employees' VHI is implemented in the organization, which is the main place of work of the part-time employee.

CSP for Accident and Health Insurance

1. CSP Purpose

Provision of additional insurance coverage.

2. Participants

This CSP applies to employees of Rosatom State Corporation and organizations of Rosatom Corporation, as well as exempted union employees and full-time employees of trade union committees (hereinafter referred to as the Insured Persons) (in accordance with the terms of the collective agreement), as well as part-time employees⁴ during their work in the State Corporation or its organizations.

3. Mandatory Conditions for CSP Implementation

Limit insurance rates are determined by Rosatom State Corporation based on the pre-qualification of insurers in the established manner.

The term of a voluntary accident and health insurance contract, for tax accounting purposes, must not be less than 1 year.

Categories of Insured Persons, insurance risks and individual insurance amount are defined in Table 1.

Table 1

No.	Categories of Insured Persons	Insurance risks	Individual insured amount
1.	<p>A Category CEO Deputy CEOs Other directly reporting executives Managers being on business trips for more than 30% of the working time. Total number of insured in this category cannot exceed 1% of the total number of full-time employees of the organization (except for the MC)</p>	<p>TD as a result of an accident at work if the duration of DT is more than 60 days. Persistent loss of ability to work (disability) as a result of an industrial accident. Persistent loss of ability to work (disability) as a result of any disease. Death as a result of industrial accidental. Death of the insured as a result of any disease. Other conditions stipulated in the social package provided to the insured person indicated in the employment agreement including insurance events associated with the risk of radiation exposure. Validity period of insurance coverage: 24 hours a day.</p>	<p>Permanent part (salary + ICI) of one annual salary</p>
2.	<p>B Category Employees involved in harmful and hazardous industries. Employees included in the group of increased risk (for example: Nuclear Power Plants Emergency Response (NPPER), emergency rescuers, Group A staff having radiation risk above 1×10^{-3} (clause 2.3 of Radiation Safety Standards - 99/2009) ⁵</p>	<p>Temporary disability due to an accident at work or an occupational disease diagnosed for the first time during the term of insurance contract, if the duration of temporary disability is more than 60 calendar days. Persistent loss of ability to work (disability) as a result of an industrial accident. First establishment of disability group for the insured person due to occupational disease. Death of the insured person as a result of an industrial accident. Death of the insured person as a result of an occupational disease, provided that the disease was first diagnosed with the insured person during the term of insurance contract, including insured events associated with the risk of radiation exposure. Validity period of insurance coverage: for the period of performance of labour (official) duties; during the period of business trip – 24 hours a day.</p>	<p>1,000,000 roubles</p>
3.	<p>C Category Employees of the organization and full-time trade union employees not belonging to B Category.</p>	<p>Temporary disability due to an accident at work or an occupational disease diagnosed for the first time during the term of insurance contract, if the duration of temporary disability is more than 60 calendar days. Persistent loss of ability to work (disability) as a result of an industrial accident. First establishment of disability group for the insured person due to</p>	<p>500,000 roubles</p>

		<p>occupational disease.</p> <p>Death of the insured person as a result of an industrial accident.</p> <p>Death of the insured person as a result of an occupational disease, provided that the disease was first diagnosed with the insured during the term of insurance contract, including insured events associated with the risk of radiation exposure.</p> <p>Validity period of insurance coverage:</p> <p>for the period of performance of labour (official) duties;</p> <p>during the period of business trip – 24 hours a day.</p>	
4.	For all categories	<p>Insured events related to insured person's radiation exposure:</p> <p>diseases first diagnosed with an insured person (provided that a causal relationship has been established between the occurrence of these diseases and exposure to ionizing radiation);</p> <p>first establishment of disability group for the insured person in connection with past illnesses, provided that the insured person was previously exposed to ionizing radiation in the form of a professional, emergency or unplanned exposure;</p> <p>death of the insured person as a result of disease, provided that the insured person has previously been exposed to ionizing radiation in the form of a professional, emergency or unplanned exposure;</p> <p>emergency or unplanned exposure of the insured person with doses of more than 200 mSv per year, subject to the identification of medical contraindications for subsequent work with radiation sources.</p>	

4. Conditions Recommended for CSP Implementation

The amounts of insurance payments shall be not less than the values indicated in table 2:

Table 2

Insurance Payment Amounts

Insured event		Insurance payment amount, %
Death		100
Disability	I group	80
	II group	50
	III group	30
Temporary disability more than 60 days		10
First occurred illness associated with the effects of radiation exposure		20
Emergency or unplanned exposure to doses of more than 200 mSv per year		10

5. CSP Implementation Mechanism

Rosatom State Corporation shall provide pre-qualification of voluntary accident and health insurers in accordance with the UIPS.

The voluntary accident and health insurance agreement concluded with Rosatom State Corporation or Rosatom State Corporation organization shall contain the obligations of Insurer to pay insurance benefit to the Insured Persons or beneficiary, subject to recognition of the case as insurance event and provision of necessary documents.

6. Indicators for Assessing CSP Implementation Efficiency

100% payment for all insured events.

Making insurance payments for all insured events stated in the insurance contract in the amount specified in the insurance contract.

⁴ A part-time employee, in agreement with SHR unit of Rosatom State Corporation, may be included in the voluntary accident and health insurance contract provided that the CSP for voluntary accident and health insurance is not implemented in the organization that is the main place of work of the part-time employee.

⁵ Radiation Safety Standards - 99/2009. Sanitary Rules and Regulations 2.6.1.2523-09. Radiation Safety Standards. Sanitary Rules and Regulations approved by Resolution of the Chief State Sanitary Doctor of the Russian Federation No. 47 dated 07/07/2009.

CSP for Health Resort Treatment of Employees and their Children, Children's Recreation

1. CSP Purpose

maintenance of occupational health of employees;

prevention of occupational diseases;

ensuring the accessibility and quality of HRT services delivered.

2. Participants

This CSP applies to Rosatom State Corporation and organizations of Rosatom State Corporation except the organizations of Rosatom State Corporation (including its branches, representative offices) operating outside the Russian Federation.

CSP is provided to employees that meet the following criteria:

having indication based on a periodic medical examination report;

having acute or chronic occupational disease;

engaged in works with exposure to (especially) dangerous and harmful production factors:

with long-term (over 10 years) period of service being under the exposure to (especially) hazardous and harmful production factors;

being often and chronically ill;

as well as children of employees and non-working retirees in accordance with the conditions defined in Appendix No. 8 to the Policy.

3. Mandatory Conditions for CSP Implementation

HRT and RWA are provided on a year-round basis.

The minimum duration of HRT is 14 calendar days.

The standard cost limit of a HRT voucher for employees is determined annually by the HR Policy Department of Rosatom State Corporation.

Table 1

Employees' Vouchers Financing Structure

No.	Financing	HRT in April–October	HRT in November–March
1	Organization	Not more than 80%	Up to 100%
2	Employee	At least 20%	Depends on organization's share

Financing Structure of Vouchers for Employees' Children

No.	Financing	Recreation for children	Recreation for social group children	Treatment
1	Organization	Not more than 90%	Up to 100%	Not more than 90%
2	Employee	At least 10%	Depends on organization's share	At least 10%

When an organization makes a decision to purchase a voucher for an employee, his/her child, a non-working retiree at the expense of the employer, the conditions of its financing structure shall be observed taking into account the standard cost limit of the voucher.

4. Conditions Recommended for CSP Implementation

Recommended vouchers amount to be available:

not less than 100 vouchers per 1000 employees engaged in harmful and/or (especially) hazardous production;

at least 35 vouchers per 1000 employees working in normal working conditions.

In case of a limited amount of vouchers, an advantage in their distribution is given to employees who have not previously received vouchers for HRT and RWA.

The recommended frequency of granting HRI vouchers is presented in Table 3.

5. CSP Implementation Mechanism

Rosatom State Corporation or the organizations of Rosatom State Corporation approve the LRA regulating the organization of HRT and RWA of employees and their children, children's recreation.

The list of multidisciplinary and regional HRO for employees' HRT and RWA is determined by the organization of Rosatom State Corporation.

No later than in November of the current year Rosatom State Corporation or Rosatom State Corporation organizations shall form an annual application for the necessary treatment profiles for the next calendar year based on the results of a periodic medical examination and applications of employees with appropriate medical documentation attached.

6. Indicators for Assessing CSP Implementation Efficiency

The share of employees provided with HRT and RWA vouchers, as well as departmental preventive clinics, among those who underwent a periodic medical examination, out of the total number of employees who need HRT and RWA based on the result of final periodic medical examination report.

Indicator grade scale:

Ineffective	Poor efficiency	Effective	High efficiency
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30% and less	31–50%	51–70%	71% and more
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Table 3

Recommended Frequency of Providing HRI Vouchers

		Classes of working conditions and length of service								
Work environment factors	Admissible Class 2	Harmful Class 3								Hazardous Class 4
		3.1		3.2		3.3		3.4		
	Length of service	Length of service	Length of service	Length of service	Length of service	Length of service	Length of service	Length of service	Length of service	Length of service
	> 5 years	Less than 10 years	> 10 years	Less than 10 years	> 10 years	Less than 5 years	> 5 years	Less than 5 years	> 5 years	> 1 year
Chemical factors	1 time in 4 years	1 time in 3 years	1 time in 2 years	Annually						
Biological factors		1 time in 2 years	Annually							
Physical factors		1 time in 3 years		1 time in 2 years			Annually			
Workflow factors		1 time in 3 years			1 time in 2 years			Annually		

CSP for Assisting Employees in Improving their Housing Conditions

1. CSP Purpose

attracting and retaining the most significant employees and creating the necessary living conditions to increase their work efficiency;

increasing the cost-effectiveness of housing programs of organizations.

2. Participants

This CSP applies to organizations of Rosatom State Corporation with the exception of Rosatom State Corporation and organizations of Rosatom State Corporation (including its branches, representative offices) operating outside the Russian Federation. This CSP may cover the MC only by agreement with HRPD of Rosatom State Corporation.

The participants of the CSP may be employees of organizations of Rosatom State Corporation who have passed the probation period (taking into account that the requirement of passing a probation period does not apply to young specialists in accordance with the Labour Code of the Russian Federation), who need housing and belong to the following categories:

young specialists;

young employees;

highly qualified specialists;

employees with a high turnover risk.

2. Short Terms

In this Appendix, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Table of Short Terms and Expansions

Short Term	Expansion
Corporate space standard	The total space standard per one employee registered at the place of residence established by Rosatom State Corporation. Amounts to 18 m ² .
Permanent housing	The place of residence where a citizen resides permanently or predominantly.
Employee being in need to improve housing conditions	An employee who lives alone or with his/her family in a residential premises owned, rented or provided on a social lease basis, the total area of which is less than the accounting total space standard established by the local government, or the corporate space standard (according to the decision of the

	organization of Rosatom State Corporation).
Employees with a high turnover risk	Employees of top-requested working specialties being of high demand on the given labour market.

4. Mandatory Conditions for CSP Implementation

Providing a priority opportunity for participation in CSP implementation to employees belonging to the categories specified in clause 2 of this CSP.

Assistance in acquiring permanent housing is provided to employees who are ready to apply for a bank loan for improving housing conditions.

The organization of Rosatom State Corporation is not a guarantor (surety) of the employee to the bank and does not assume any obligations to the bank on a loan provided by the bank to the employee.

Assistance ceases from the date of dismissal/resignation of an employee from the organization of Rosatom State Corporation.

5. Conditions Recommended for CSP Implementation

Priority of CSP implementation in the organizations of Rosatom State Corporation belonging to the 1st social category and experiencing the greatest difficulties in attracting young employees and young specialists.

Organizations of Rosatom State Corporation may provide more favourable assistance conditions to employees belonging to the category of young specialists than to other categories of employees. When an employee exits the category of young specialists, the amount of assistance is determined on a common basis.

Assistance to an employee in acquisition of permanent housing is usually carried out once during the employee's labour relations with the organization of Rosatom State Corporation.

6. CSP Implementation Mechanism

Development by the organization of Rosatom State Corporation of LRA regulating the provision of assistance to employees in improving housing conditions.

6.1. Assistance to Employees in Acquisition of Permanent Housing

Assistance in acquisition of permanent housing is provided to employees recognized to be in need to improve housing conditions.

Assistance in acquisition of permanent housing by employees is carried out in the form of compensation to employees for the cost of reimbursing the interest rate for using a loan for improving housing conditions. The compensated interest rate and the amount of compensation are determined independently by the organization of Rosatom State Corporation taking into account the financial situation. Compensated interest rate cannot be higher than the average market interest rate on a mortgage loan. Currently established loan amounts in respect of which employees can be compensated for part of the costs to reimburse the bank interest rate on a loan for improving housing conditions are shown in Table 1.

Table 1

Social category of organizations of Rosatom State Corporation	Maximum housing space for providing assistance	Loan amount, roubles
1	For a living alone employee within a space of 35 m ²	up to 2,500,000
	For a family of an employee consisting of 2 members – within a space of 42 m ² ; if family members are of different gender and not married – within a space of up to 50 m ²	up to 3,500,000
	For a family of an employee consisting of three or more members – within a space calculated as 18 m ² per employee and each member of his/her family plus additional 20 m ² per family	up to 4,000,000
2	For a living alone employee within a space of 35 m ²	up to 3,500,000
	For a family of an employee consisting of 2 members – within a space of 42 m ² ; if family members are of different gender and not married – within a space of up to 50 m ²	up to 4,500,000
	For a family of an employee consisting of three or more members – within a space calculated as 18 m ² per employee and each member of his/her family plus additional 20 m ² per family	up to 7,000,000

In order to determine the amount of assistance in the event an employee acquires housing larger than the amount specified in paragraph 1 of clause 6.1 of the CSP, the amount of loan received by him/her from the bank shall be recalculated based on the rates defined in paragraph 1 of clause 6.1 of the CSP.

The maximum amount of assistance is the limit amount of money that can be used to reimburse the bank for the interest rate on a loan for improving housing conditions for the entire period of assistance provided to the employee. The specific amount of assistance shall be set out in absolute terms in the LRA of the organization of Rosatom State Corporation and cannot exceed the costs specified in Table 2.

Table 2

Social category of organizations of Rosatom State Corporation	Maximum amount of organization's assistance in compensating the interest rate on a home loan, roubles

1	Not more than 50% of the loan amount for which the interest rate compensation is provided, for the entire period of providing assistance.
2	Not more than 30% of the loan amount for which the interest rate compensation is provided, for the entire period of providing assistance. Regarding MC: Compensation of the interest rate can only be made to employees with a grade of position no higher than 6th, by prior agreement with the HRPD.

In order to ensure the availability of loans provided by banks, assistance in the acquisition of permanent housing by employees can also be carried out in the form of providing a target loan for an initial instalment on a loan for improving housing conditions.

The size of the target loan provided by organizations of Rosatom State Corporation to employees for an initial instalment on a loan for improving housing conditions should not exceed 30% of the cost of housing purchased. Currently established maximum loan amounts are shown in Table 3.

Table 3

Social category of organizations of Rosatom State Corporation	Maximum loan amount, roubles
1	600,000
2	1,000,000

Subject to availability of financial resources, the organizations of Rosatom State Corporation can simultaneously compensate for the interest rate on a home loan and provide a targeted loan for an initial instalment on a home loan.

The maximum term for rendering assistance to an employee by the organization of Rosatom State Corporation in acquiring permanent housing by compensating for part of the cost of reimbursement of the bank interest rate on a loan for improving housing conditions is set individually for each employee, but cannot exceed 10 years regardless of the bank loan term.

The term for repayment of the target loan by the employee for the initial instalment on the home loan is set individually for each employee, but cannot exceed 10 years.

6.2. Assistance to Employees Living in Temporary Housing (Dormitories, Service Housing, Rented Housing)

In case employees referred to in clause 2 of the CSP live a dormitory, service or rental housing, Rosatom State Corporation and organizations of Rosatom State Corporation can help them by compensating for the housing rental cost.

Assistance to these categories of employees can be provided regardless of the length of service under the totality of the following conditions:

employee has no permanent housing in the region where the organization is operating including 40 km zone out of the borders of settlement where the organization is located;

the total income per 1 family member of the employee (spouse, children) does not exceed the values indicated in Table 4:

Table 4

	Social Category 1	Social Category 2	Social Category 2 with average salary in the organization of more than 100 thousand roubles
Employees with family	35,000	50,000	70,000
Employees without family	52,500	52,500	75,000

Assistance to young specialists is provided without taking into account the condition of total income per 1 family member.

The amount of compensation is calculated based on average market prices for housing in the region where the organization of Rosatom State Corporation is operating and takes into account the number of family members of the employee. The specific period of compensation, as well as the amount of compensation for the cost of rental housing is set in absolute and/or relative terms in the LRA of the organization of Rosatom State Corporation independently, taking into account its financial situation. The maximum period and the minimum and maximum amount of compensation to an employee for the cost of rental housing by the organization of Rosatom State Corporation depends on the category to which the employee belongs and is set out in Table 5.

Table 5

Categories of Employees	Compensation Period	Compensation Amount
Young specialists	Less than 3 years	50–90% of rental cost
Young employees	First 3 years	30–80% of rental cost
	Next 2 years	Not more than 50% of rental cost
	Next 2 years	Not more than 40% of rental cost
	Not more than 7 years in total	
Highly qualified specialists, employees with a high risk of turnover	First 3 years	50–80% of rental cost
	Next 2 years	Not more than 50% of rental cost
	Not more than 5 years in total	

7. Indicators for Assessing CSP Implementation Efficiency

7.1. The share of CSP participants (%) who were dismissed for any reason before the expiration of the term for providing assistance for improving housing conditions (by key groups of CSP participants) out of the total number of employees – CSP participants based on the accounting data on employee

participation in CSP.

Grade Scale:

Ineffective	Poor efficiency	Effective	High efficiency
More than 10% of CSP participants	6–10% of CSP participants	1–5% of CSP participants	0% of CSP participants

7.2. The share of young specialists and young employees – participants in the CSP (%) out of the total number of employees – participants in the CSP based on the annual HR reporting data.

Ineffective	Poor efficiency	Effective	High efficiency
Less than 40%	40–59%	60–79%	80% and more

CSP for Assisting Employees in Specific Life Situations

1. CSP Purpose

improvement of social protection of employees;
attraction of young specialists.

2. Participants

This CSP applies to Rosatom State Corporation and its organizations.

All employees of nuclear industry organizations take part in the CSP.

The participants do not include:

seasonal and temporary workers;
part-time employees;
persons working under civil law contracts.

Assistance to employees of Rosatom State Corporation and MC is carried out in accordance with Table 2.

Assistance to employees of organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation is carried out in accordance with Table 3.

3. Short Terms

In this Appendix, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Table of Short Terms and Expansions

Short Term	Expansion
Close relatives	Parents, spouses, children
Event date	Date of event providing the basis for assistance
Parents raising a child (children) alone	Widows (widowers), single mothers, single fathers

When determining the types of assistance, the organizations of Rosatom State Corporation are guided by the list set forth in Table 1, Rosatom State Corporation and MC – by Table 2, organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation – by Table 3. Rosatom State Corporation and its organizations are not obliged to include all types of assistance from the presented list in the LRA regulating the provision of assistance to employees.

The amounts of payment for each type of financial assistance should be established in specific monetary terms.

The amount of financial assistance may not be less than 3,000 (three thousand) roubles for each type thereof.

The maximum amount of assistance in Rosatom State Corporation and its organizations for each individual type thereof cannot exceed the amount of assistance established for the given type of assistance within the CSP. In determining the amount of assistance, Rosatom State Corporation and its organizations are guided by their financial capabilities.

Duplication of assistance types should be excluded.

Financial assistance may not include payments that actually are bonuses, supplements, and additional wages (for example, for anniversary dates, leaves, public and professional holidays, awards, etc.).

4. Conditions Recommended for CSP Implementation

The organizations of Rosatom State Corporation may include in their list up to 3 additional types of assistance, which traditionally existed in the organizations of Rosatom State Corporation. Additional types of assistance may not include additional paid leaves, with the exception of additional paid leaves specified in Table 1.

In the event of a budget deficit when distributing the financial assistance the priority shall be given to employees:

being in critical life situations (serious illnesses of an employee or his/her children);

with middle and lower middle income in the organization;

with lower position levels.

5. CSP Implementation Mechanism

Approval by the organization of Rosatom State Corporation of the LRA regulating the provision of assistance to employees. At the same time, the list of types of financial assistance and additional paid leave days specified in the LRA of the organization of Rosatom State Corporation shall be exhaustive.

An application for the provision of financial assistance shall be made within 3 months from the event date, with the exception of assistance types for which a different period of providing assistance is specified in Table 1.

7. Indicators for Assessing CSP Implementation Efficiency

7.1. The share of expenses for providing assistance to employees in certain life situations (%) in the structure of SE is determined according to the quarterly HR reporting data.

Grade Scale:

Ineffective	Poor efficiency	Effective	High efficiency
More than 25%	21–25%	16–20%	15% and less

7.2. Proportion of the costs for providing assistance to employees in certain life situations (%) by

type of assistance defined by the CSP.

Grade Scale:

Lack of efficiency	Effective	High efficiency
Less than 75%	75–85%	86% and more

Table 1

Types of Employee Assistance

No.	Type of assistance	Assistance amount	Terms for providing assistance	Documents
1	Material assistance to an employee after a birth/adoption of a child (children)	Not more than 50,000 roubles for each child	It is paid to one of the parents – the employee of the organization within 1 year after the birth/adoption of the child in case of birth/adoption of the child during the period of work of the employee in the organization.	Personal application of the employee Birth/Adoption certificate of the child (children)
2	Financial assistance to an employee in the event of death of a close relative	Not more than 20,000 roubles		Personal application of the employee Death certificate of a close relative Document confirming kinship
3	Financial assistance to close relatives of an employee in the event of disability or death of the employee as a result of an industrial accident	In the amount of voluntary accident and health insurance stipulated by the CSP terms and conditions	Paid in accordance with voluntary accident and health insurance stipulated by the CSP terms and conditions unless the organization is providing voluntary accident and health insurance.	Application of close relatives of the employee Employee death certificate Document confirming the establishment of a disability group Document confirming kinship Industrial accident certificate
4	Financial assistance to close relatives of an employee in the event of the employee's death	Not more than 50,000 roubles	In the absence of relatives the assistance amount is paid to the immediate supervisor of the employee or to another person who has assumed the responsibility for organizing funeral	Application of close relatives of the deceased employee Death certificate of the employee Document confirming kinship Application of the immediate supervisor or another person who has assumed the responsibility for organizing funeral (in the absence of relatives) Documents confirming the expenses of the supervisor or other person for organizing the funeral
5	Financial assistance to an employee in case of damage	Not more than 50,000 roubles	Extraordinary circumstances are fire, flooding, accidents in residential premises and on public	Personal application of the employee Documents confirming the

	or loss of personal property as a result of extraordinary circumstances		transport, natural disaster, unlawful actions of third parties, etc. Paid to employees who have an average monthly wages lower than the average monthly wages in the organization calculated for 1 year prior to the employee's application.	extraordinary circumstances
6	Financial assistance to an employee/close relatives of an employee in case of serious illness of the employee	Not more than 500,000 roubles	Funds are allocated to pay for expensive medical and treatment procedures, prosthetics (except for dental prosthetics), rehabilitation treatment and purchase of expensive medications. Paid if the employee cannot receive necessary assistance under the state guarantees program (compulsory medical insurance, FMBA of Russia) and VHI, or if the cost of treatment exceeds the limit of liability of VHI programs, as well as when the rapid assistance and additional treatment measures will help to maintain employee's health. Paid no later than 6 months from the event date.	Personal application of the employee/close relatives of the employee Extract from the medical history with exact indication of the diagnosis Documents confirming the incurred (upcoming) costs for treatment and health recovery Documents confirming kinship
7	Financial assistance to an employee in case of serious illness of child/children of the employee	Not more than 300,000 roubles	Funds are allocated to pay for expensive medical and treatment procedures, prosthetics (except for dental prosthetics), rehabilitation treatment and purchase of expensive medications. Paid if the employee's child cannot receive the necessary assistance under the state guarantee programs (CHI, FMBA of Russia), as well as when the rapid assistance and additional treatment measures will help to maintain the health of the employee's child. Paid no later than 6 months from the event date.	Personal application of the employee Extract from the medical history with exact indication of the diagnosis Documents confirming the incurred (upcoming) costs for treatment and health recovery Documents confirming kinship
8	Financial assistance in the form of a monthly supplement to the state	3,000 roubles per month for each child		Employee personal application Child birth certificate

	benefit to mothers/fathers being on leave without preserving wages to care for a child until he/she reaches the age of 3 years			
9	Financial assistance to employees with large families, to parents with a dependent child (children) with disabilities, to parents raising a child (children) alone	Not more than 10,000 roubles per year for each child	If both parents work in the organization, then the assistance amount is paid to one of the parents	Personal application of the employee Documents confirming the assignment of the specified category to the parents
10	Financial assistance to employees for the maintenance of children in nurseries and kindergartens	50% of the costs incurred, but not more than 25,000 roubles per year for each child	Paid in the form of compensation for the costs for maintaining children in nurseries and kindergartens. Paid to one of the parents – an employee of the organization who has an average monthly wage lower than the average monthly wages in the organization, calculated for 1 year prior to the employee's application. Paid within 2 months after the provision of a full set of documents that are the basis for provision of financial assistance.	Personal application of the employee Documents confirming the costs incurred for the child
11	Compensation of the cost of transit passes for employees to travel to and from work by public transport	No more than the cost of a transit pass	Paid monthly to employees having the status of young specialists, as well as having average monthly wages below the average monthly wages in the organization, calculated for 1 year prior to the employee's appeal.	Order of the employer Transit passes
12	Additional paid leave day for employees escorting a child to start school's 1st grade studies on September	1 additional paid leave day	Provided to parents – employees of the organization.	Employee personal application Birth certificate of a child

	1 st			
13	Additional paid leave for employees organizing the funeral of close relatives	No more than 3 days, including funeral day (based on a decision of the organization)	If close relatives are working in the organization, the leave is paid only to one of them.	Employee personal application Death certificate Document confirming kinship
14	Additional paid leave to employees – close relatives of the employee specified in clause 12 of this table	1 additional paid leave day		Employee personal application Death certificate Document confirming kinship
15	Supplement for the period of temporary disability of an employee during treatment in a hospital (with the exception of treatment in day hospitals and one-day hospitals)	Supplement in addition to the employee's salary, ICI, indexing payments (if any)	Paid in case of loss in monthly wages. The period of supplements is set in the LRA of the organization. The period of stay in the hospital during the period of maternity leave is excluded from the period of supplements. In determining the possibility of additional payments, the organizations of Rosatom State Corporation are guided by the list of disability causes set forth in Table 4.	Disability certificate
16	Supplement for a period of temporary disability during outpatient treatment, treatment in day hospital and one-day hospital of an employee, for the care by an employee for a child under the age of 15	Supplement in addition to the salary, ICI and indexing payments established for the employee (if any)	Paid in case of loss in monthly wages. Not more than 7 calendar days during the year. When determining the possibility of additional payments, the organizations of Rosatom State Corporation are guided by the list of disability causes set forth in Table 3.	Disability certificate Child's birth certificate or child's passport
Types of financial assistance for young specialists				
17	Financial assistance to young specialists at the time	Not more than 50,000 roubles	Paid once during the first 6 months from the date of employment.	Order on the employment

	of employment			
18	Financial assistance for the arrangement of everyday life	No more than 50,000 roubles	Paid to young specialists moving from a permanent place of residence to another locality, once during the period of 1–6 months from the date of employment	Employee personal application Documents confirming costs
19	Financial assistance during the period when an employee or his spouse is on parental leave until the child reaches the age of 3 years	No more than 10,000 roubles	Paid to the employee/spouse of the employee every month after the expiration of the certificate of disability due to pregnancy and childbirth until the employee/spouse of the employee goes to work, but no more than until the child reaches the age of 3 years.	Employee personal application Child birth certificate
20	Financial assistance in connection with marriage	No more than 30,000 roubles	Paid in case of marriage registration for the first time. When registering a marriage between employees of the organization, assistance is provided to one of them.	Personal statement Marriage certificate
21	Additionally, up to 3 types of assistance (based on a decision of the organization)	Costs may be no more than 15% of total assistance costs	Established by the organization and agreed with HRPD of State Corporation	Documents confirming the need for assistance

Table 2

Types of Assistance to Employees of Rosatom State Corporation and MC

No.	Type of assistance	Assistance amount	Terms for providing assistance	Documents
1	Financial assistance to an employee after a birth/adoption of a child/children	50,000 roubles for each child	It is paid to one of the parents – the employee of the organization within 1 year after the birth/adoption of the child in case of birth/adoption of the child during the period of work of the employee in the organization.	Personal application of the employee Birth/Adoption certificate of the child (children)

2	Financial assistance to an employee in the event of death of a close relative	50,000 roubles		Personal application of the employee Death certificate of a close relative Document confirming kinship
3	Financial assistance to an employee/close relative of the employee in case of serious illness of the employee	Not more than 500,000 roubles	Funds are allocated to pay for expensive medical and treatment procedures, prosthetics (except for dental prosthetics), rehabilitation treatment and purchase of expensive medications. Paid if the employee cannot receive necessary assistance under the state guarantees program (compulsory medical insurance, FMBA of Russia) and VHI, or if the cost of treatment exceeds the limit of liability of VHI programs, as well as when the rapid assistance and additional treatment measures will help to maintain employee's health. Paid no later than 6 months from the event date.	Personal application of the employee Extract from the medical history with indication of the diagnosis Documents confirming the incurred (upcoming) costs for treatment and health recovery
4	Financial assistance to an employee in case of serious illness of the employee's child (children)	Not more than 300,000 roubles	Funds are allocated to pay for expensive medical and treatment procedures, prosthetics, rehabilitation treatment and purchase of expensive medications. Paid if the employee's child cannot receive the necessary assistance under the state guarantee programs (CHI, FMBA of Russia), as well as when the rapid assistance and additional treatment measures will help to maintain the health of the employee's child. Paid no later than 6 months from the event date.	Personal application of the employee Extract from the medical history with indication of the diagnosis Documents confirming the incurred (upcoming) costs for treatment and health recovery Documents confirming kinship
5	Additional paid leave for employees escorting a child to start school's 1st grade studies on September 1st	1 additional paid leave day	Provided to parents – employees of the organization.	Employee personal application Birth certificate of a child Certificate from school on enrolment to the 1st grade
6	Additional paid leave for employees organizing the	Not more than 3 days (based on a decision of	In the event that relatives work in the organization, only one of them is provided with paid leave.	Employee personal application Death certificate

	funeral of close relatives	the organization)		Document confirming kinship
7	Additional paid leave to employees – close relatives of the employee referred to in clause 6	1 additional paid leave day		Employee personal application Death certificate Document confirming kinship
8	Supplement for the period of temporary disability during the treatment in a hospital (except for the treatment in day hospitals and one-day hospitals)	Supplement in addition to the salary, ICI and indexing payments established for the employee (if any)	In case of loss in monthly wages. The period of supplements is set in the LRA of the organization. The period of stay in the hospital during the period of maternity leave is excluded from the period of supplements. In determining the possibility of additional payments, the organizations of Rosatom State Corporation are guided by the list of disability causes set forth in Table 4.	Disability certificate
9	Supplement for a period of temporary disability of employee during outpatient treatment, treatment in day hospital and one-day hospital, for the care by an employee for a child under the age of 15	Supplement in addition to the salary, ICI and indexing payments established for the employee (if any)	Paid in case of loss in monthly wages. Not more than 7 calendar days during the year. In determining the possibility of additional payments, the organizations of Rosatom State Corporation are guided by the list of disability causes set forth in Table 4.	Disability certificate Child's birth certificate or child's passport

Table 3

Types of Assistance to Employees of Rosatom State Corporation Organizations (including Branches and Representative Offices of Rosatom State Corporation Organizations) Operating outside the Russian Federation

No.	Type of assistance	Assistance amount	Terms for providing assistance	Documents
1	Financial assistance to an	50,000 roubles		Personal application of the employee

	employee in the event of death of a close relative			Death certificate of a close relative Documents confirming kinship
2	Financial assistance to an employee/close relative of an employee in case of serious illness of the employee	Not more than 500,000 roubles	Funds are allocated to pay for expensive medical and treatment procedures, prosthetics (except for dental prosthetics), rehabilitation treatment and purchase of expensive medications. Paid if the employee cannot receive necessary assistance under the state guarantees program (compulsory medical insurance, FMBA of Russia) and VHI, or if the cost of treatment exceeds the limit of liability of VHI programs, as well as when the rapid assistance and additional treatment measures will help to maintain employee's health. Paid no later than 6 months from the event date.	Personal application of the employee Extract from the medical history with indication of the diagnosis Documents confirming the incurred (upcoming) costs for treatment and health recovery Documents confirming kinship
3	Financial assistance to an employee in case of serious illness of the employee's child (children)	Not more than 300,000 roubles	Funds are allocated to pay for expensive medical and treatment procedures, prosthetics, rehabilitation treatment and purchase of expensive medications. Paid if the employee's child cannot receive necessary assistance under the state guarantees program (CMI) and VHI, as well as when the rapid assistance and additional treatment measures will help to maintain the health of the employee's child. Paid no later than 6 months from the event date.	Personal application of the employee Extract from the medical history with indication of the diagnosis Documents confirming the incurred (upcoming) costs for treatment and health recovery Documents confirming kinship

Table 4

Causes of Disability, when Registering
Disability Certificates for which Supplements are Possible

Disability cause code *	Name of disability cause
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01	Disease
02	Injury
04	Industrial accident and its consequences
06	In-patient prosthetics (for medical reasons)
07	Occupational disease and its exacerbation
09	Care for a sick family member **
10	Poisoning, healthcare service and the like
11	The disease indicated in clause 1 of the List of socially significant diseases approved by the Resolution of the Government of the Russian Federation No. 715 dated 01/12/2004
12	Care for a child under 7 years old who has been taken ill with a disease included in the list of diseases determined by the Ministry of Health and Social Development of the Russian Federation in accordance with Part 5 of Article 6 of the Federal Law No. 255-FZ dated 29/12/2006
13	Disabled child care
14	In case of a disease associated with post-vaccination complication, or with a malignant neoplasm in a child
15	If the child is HIV infected

* According to Order of the Ministry of Health and Social Development of Russia No. 624n dated 29/06/2011 "On Approval of the Procedure for Issuing Disability Certificates"

** Only in case of illness of a child under the age of 15

Table 5

Causes of Disability, when Registering
Disability Certificates Based on Which the Supplements are Not Paid

Disability cause code *	Name of disability cause
03	Quarantine
05	Pregnancy and childbirth
08	Aftercare in sanatorium
16	Not used
17	Treatment in a specialized sanatorium
18	Sanatorium-resort treatment in connection with an industrial accident during a period of temporary disability
19	Treatment at the clinic of a research institution of balneology, physiotherapy and rehabilitation
20	Additional maternity leave
21	Disease or injury due to alcohol, drug, toxic intoxication or activities associated with such intoxication

CSP for Supporting Non-Working Retirees

1. CSP Purpose

Improving social protection of former employees.

2. Participants

This CSP extends to Rosatom State Corporation and Rosatom State Corporation organizations with the exception of Rosatom State Corporation organizations (including branches and representative offices of Rosatom State Corporation organizations) operating outside the Russian Federation.

Participants of the CSP include non-working retirees of Rosatom State Corporation and organizations of Rosatom State Corporation with the exception of non-working retirees of organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation, subject to totality of the following conditions:

availability of the length of service in the industry necessary to be assigned with a certain status of non-working retiree;

retirement from Rosatom State Corporation or the organization of Rosatom State Corporation;

being registered with Rosatom State Corporation or the organization of Rosatom State Corporation (veterans council, trade union committee, HR department) at the time of providing social support;

previously worked:

in senior management positions for governing nuclear industry;

in Rosatom State Corporation or organizations of Rosatom State Corporation including social and cultural organizations;

in the apparatus of trade union bodies of Rosatom State Corporation or the organizations of Rosatom State Corporation and RTUNEIW.

3. Short Terms

In this document, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Table of Short Terms and Expansions:

Short Term	Expansion
Merited retiree of the nuclear industry	A non-working retiree who worked in the main and/or auxiliary production unit and has merits marked with appropriate awards, including for the defence of the Fatherland (in accordance with Article 2 of Federal Law No. 5-FZ dated 12/01/1995 "On Veterans"). Individual merits determine the length of service in the nuclear industry necessary for assigning the status.

Non-working retiree	Former employee of Rosatom State Corporation or Rosatom State Corporation organization retired from Rosatom State Corporation or Rosatom State Corporation organization, currently not working in the nuclear industry and registered with Rosatom State Corporation or Rosatom State Corporation organizations as a participant in the corporate social program for supporting non-working retirees. Note. For the purposes of this CSP, former employees of Rosatom State Corporation also include former employees of the USSR Ministry of Medium Machine-Building, the Ministry of Atomic Energy, the Federal Atomic Energy Agency who retired from these state bodies, are not currently working in the nuclear industry and registered with Rosatom State Corporation as participants in the corporate social program for supporting non-working retirees.
Honoured retiree of the nuclear industry	A non-working retiree who worked in the main and/or auxiliary production unit, as well as in the supporting units (of cultural and social purposes) and has merits marked with corresponding awards.
Social support	Social benefits including financial assistance provided to non-working retirees of Rosatom State Corporation and organizations of Rosatom State Corporation.
Status of non-working retiree	Social position of non-working retiree in the industry, which determines his/her right to receive social support.

4. Mandatory Conditions for CSP Implementation

Assigning to non-working retiree a status that takes into account his/her length of service in the industry and individual merits to the industry. The individual merits of a non-working retiree shall be confirmed by awards. The statuses and criteria for assignment thereof are set out in Table 1.

The assignment of status is carried out on formal grounds (without creating special commissions).

When determining the types of social support for non-working retirees Rosatom State Corporation and the organizations of Rosatom State Corporation are guided by the list set forth in Table 2.

Social support amounts for each type thereof shall:

be established in specific monetary terms;

be not be less than 2,000 (two thousand) roubles for each type;

not exceed the amount of support established for the given type of CSP.

In determining the amount of social support, Rosatom State Corporation and the organizations of Rosatom State Corporation are guided by their financial capabilities.

For employees dismissed due to the assignment of group I and II disability pension to them, having at least 10 years of service length, the organizations of Rosatom State Corporation can determine and form a minimum level of social support without assigning status to non-working retirees.

5. Conditions Recommended for CSP Implementation

Rosatom State Corporation and organizations of Rosatom State Corporation may include in their list up to 3 types of social support which traditionally existed in Rosatom State Corporation and Rosatom

State Corporation organizations (for example, payments in celebration of the International Day of Older Persons). The costs of these types of social support cannot exceed 10% of the total costs for providing social support to non-working retirees.

In the event of a budget deficit at the time of distribution of social support the priority shall be given to:

lonely non-working retirees being in critical life situations (severe illness of a retiree, extraordinary circumstances (fire, flooding, etc.);

non-working retirees who do not receive additional financial support in accordance with Decree of the President of the Russian Federation No. 1563 dated 23/08/2000 "On Urgent Measures of Social Support for Specialists Working in the Field of NWC of the Russian Federation."

6. CSP Implementation Mechanism

Approval by Rosatom State Corporation or organization of Rosatom State Corporation of the LRA regulating the provision of social support to non-working retirees. Moreover, the list of social support types stated in the LRA of Rosatom State Corporation or organizations of Rosatom State Corporation is exhaustive.

7. Indicators for Assessing CSP Implementation Efficiency

Proportion of expenditures for the provision of social support to non-working retirees by type of assistance determined by the CSP.

Grade Scale:

Lack of efficiency	Effective	High efficiency
Less than 75%	75–85%	86% and more

Table 1

Statutes of non-working retirees

No.	Status name	Individual merits	Length of service in the industry
1.	Merited retiree of the nuclear industry	State awards of the Russian Federation and the USSR or state prizes of the Russian Federation and the USSR or awards and honorary distinctions in work of the ministries and agencies of the Russian Federation and the USSR	25 years for men. 20 years for women.
		The honorary distinction in work "Veteran of Nuclear Energy and Industry" and the award(s) of Rosatom State Corporation	35 years for men, 30 years for women. In case of service length according to List No. 1 of production facilities, works, professions, positions and indicators giving the right to preferential pension benefits, the length of service for men is 25 years, for women – 20 years. In case of service length according to List No. 2 of production facilities, works, professions, positions and indicators with harmful and difficult working conditions, employment in which gives the right to a retirement benefit (old age pension) on preferential terms: men – 30 years; women – 25 years.
		Participants in the Chernobyl NPP disaster mitigation and participants in the rectification of the consequences of the accidents at the Mayak Industrial Association and the dumping of radioactive waste into the Techa River	At least 10 years
		Great Patriotic War Veterans	With no restrictions on service length in the industry.
2.	Honoured retiree of the nuclear industry	Awards of Rosatom State Corporation and/or organizations of Rosatom State Corporation	Not less than 20 years

Table 2

Types of Social Support for Non-Working Retirees

No.	Allocation of support	Statuses		Conditions for providing support	Documents
		Merited retiree of the nuclear industry	Honoured retiree of the nuclear industry		
1.	Financial assistance in connection with a serious illness of a non-working retiree	Not more than 35,000 roubles	Not more than 20,000 roubles	<p>To pay for expensive medical procedures, prosthetics (except for dental prosthetics), purchase of expensive medications in case of a threat to life and health, if the non-working retiree cannot receive the necessary assistance under the state guarantees program (CMI, FMBA), as well as when rapid assistance and additional treatment measures will help to improve the state of health of the non-working retiree.</p> <p>In exceptional cases of serious illnesses of a non-working retiree, providing assistance is possible in the amount of up to 300,000 roubles with obligatory submission of documents confirming the expenses incurred.</p>	<ol style="list-style-type: none"> 1. Personal application of the non-working retiree 2. Extract from the medical history with an exact indication of the diagnosis 3. Documents confirming the incurred (upcoming) costs for treatment and recovery of health
2.	Financial assistance in connection with damage or loss by a non-working retiree of personal property as a result of extraordinary	Not more than 20,000 roubles	Not more than 20,000 roubles	<p>Extraordinary circumstances are fire, flooding, accidents in residential premises and on transport (public), natural disasters, unlawful actions of third parties, etc.</p>	<ol style="list-style-type: none"> 1. Personal application of the non-working retiree 2. Documents confirming extraordinary circumstances

	circumstances				
3.	Financial assistance to a non-working retiree in connection with a difficult financial situation related to a serious illness or death of close relatives	Not more than 15,000 roubles	Not more than 10,000 roubles	Close relatives include parents, spouses, children – if they do not have their own family	<ol style="list-style-type: none"> 1. Personal application of the non-working retiree 2. Death certificate of close relatives 3. Document confirming kinship 4. Extract from the medical history with an exact indication of the diagnosis 5. Documents confirming the incurred (upcoming) costs for treatment and recovery of health
4.	Financial assistance to a non-working retiree for dental prosthetics	Not more than 10,000 roubles no more than 1 time in 3 years	Not more than 7,000 roubles no more than 1 time in 3 years	Assistance is provided within the annual quota established by the organization of Rosatom State Corporation	<ol style="list-style-type: none"> 1. Personal application of the non-working retiree 2. Documents confirming the incurred (upcoming) costs
5.	Financial assistance to close relatives in case of death of a non-working retiree	Not more than 15,000 roubles	Not more than 10,000 roubles	Assistance is provided to close relatives of a non-working retiree (spouse, parents, children) who are not working in the organization or to a person who has assumed the obligations to organize funeral	<ol style="list-style-type: none"> 1. Application of relatives/a person who has assumed the obligations to organize the funeral of a non-working retiree 2. Retiree death certificate 3. Document confirming kinship 4. Document confirming the costs incurred (except for close relatives)
6.	Organization of a health resort (in an external sanatorium) treatment of a non-working retiree or rehabilitation and health-improving	Up to 100% of the voucher cost		Costs cannot exceed the limit of the voucher cost provided for by the organization's HRT CSP	<ol style="list-style-type: none"> 1. Personal application of the non-working retiree 2. Extract from the medical history with an exact indication of the diagnosis and referral to health resort treatment and rehabilitation 3. Documents confirming the incurred (upcoming) costs
		Not more than 1 time in 3 years	Not more than 1 time in 5 years		

	measures (in a preventive clinic)				
7.	Lump-sum payments to non-working retiree – Great Patriotic War veterans and participants, home front workers, residents of blockaded Leningrad for the Victory Day	Not more than 10,000 roubles			Based on data from the unit where non-working retirees are registered as program participants
8.	Financial assistance to non-working retirees in connection with corporate anniversaries and/or holidays (Nuclear Industry Worker's Day, professional holidays – Power Engineer's Day, Science Day, etc.)	Not more than 10,000 roubles	Not more than 5,000 roubles		Based on data from the unit where non-working retirees are registered as program participants
9.	Financial assistance to non-working retirees in connection with anniversary dates	Not more than 5,000 roubles	Not more than 3,000 roubles		Based on data from the unit where non-working retirees are registered as program participants

	of non-working retirees (70th anniversary and older)				
10.	Monthly/quarterly supplements to pension for retirees who have retired until 01/01/2015	In the amount established by the LRA of the organization of Rosatom State Corporation regulating these payments until the expiration of the validity period of the specified act terms and conditions in relation to non-working retirees who were assigned with the payment, regardless of their status		The supplement is paid unless a private pension is assigned (through NSPF); unless an additional financial support is provided; unless a retiree has a permanent paid work and if he/she received such supplement before	
11.	Additional types of social support as decided by the organization: conditions are established by the organization and agreed with the HRPD	Costs can be no more than 15% of the total cost of social support for non-working retirees			Documents confirming the necessity of providing support

CSP for Organization of Sports and Cultural Events

1. CSP Purpose

employees health and healthy lifestyle promotion;
raising the cultural level of employees;
strengthening of the industry community spirit, adherence to its traditions and values, involvement in the industry development strategy.

2. Participants

This CSP applies to Rosatom Corporation and the organizations of Rosatom State Corporation.
All employees of Rosatom State Corporation and organizations of Rosatom State Corporation as well as non-working retirees take part in the CSP.

3. Short Terms

In this Appendix, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Table of Short Terms and Expansions

Short Term	Expansion
Core sport	A sport corresponding to the totality of the following conditions: at least 1% of the average number of employees is engaged in it in Rosatom State Corporation or in the organization of Rosatom State Corporation; championships are regularly held for this sport, a national team is organized, the sport is included in the program of industry and international sports competitions.
Specialized sports organization	An organization authorized by Rosatom State Corporation or social partners under the Industry Agreement to carry out the necessary organizational measures for the preparation and conduct of industry, inter-industry, regional and international sports events.

4. Mandatory Conditions for CSP Implementation

Safety for the health of employees.
Compliance with commonly accepted and corporate ethical rules and standards: traditions, values and development priorities of organizations and the industry.
Accessibility for all employees (regardless of position level).
Mass participation.

Active publication of the achieved results and public or social significance of the events held in order to strengthen the image of Rosatom State Corporation and the organizations of Rosatom State Corporation.

Annual assessment of cost effectiveness of organizing sports and cultural events.

5. Conditions Recommended for CSP Implementation

Balanced financing by the organization of core and non-core sports shall be established in the organization's LRA.

Organizations of Rosatom State Corporation may compensate employees for classes in fitness clubs that provide the organization with corporate discounts on their services. The amount of compensation is established by the organization in the LRA taking into account its financial capabilities.

When implementing CSP the events should be deemed mass if the following number of employees participates therein: for organizations with up to 400 employees, at least 1/4 of the number of employees taking into account family members of employees; for organizations with more than 400 employees – at least 150 employees and members of their families.

6. CSP Implementation Mechanisms

Approval by Rosatom Corporation or organization of Rosatom State Corporation of the LRA regulating the organization of sports and cultural activities.

5.1. CSP Implementation Mechanism Regarding the Organization of Sports Events

Formation and approval of the list of core sports.

In Rosatom State Corporation and organizations of Rosatom State Corporation there can be the following core sports: basketball; volleyball; weight-lifting; darts; athletics; mini football; ping-pong; swimming; beach volleyball; tennis; ski race; polyathlon; hockey; chess.

Rosatom State Corporation and the organizations of Rosatom State Corporation annually formulate a calendar plan of sporting events.

Until September of the current year, a specialized sports organization forms a calendar plan of international, inter-industry and industry events for the next calendar year.

5.2. CSP Implementation Mechanism Regarding the Organization of Cultural Events

Rosatom State Corporation and the organizations of Rosatom State Corporation annually formulate a cultural work plan.

Planning activities to improve the cultural and educational level of employees is carried out taking into account the results of studies to identify the needs and interests of employees.

The priority areas of cultural work are organization of children's parties and events aimed at developing interest in history and traditions of the industry, Rosatom State Corporation and parents' profession.

Organizations should actively involve veterans in order to carry out educational work to promote history, traditions, and interest in the profession.

7. Indicators for Assessing CSP Implementation Efficiency

7.1. The share of employees (%) regularly involved in sports out of the average number of employees of the organization. Determined based on annual HR reporting data.

Ineffective	Poor efficiency	Effective	High efficiency
14% and less	15–17%	18–20%	21% and more

7.2. All ongoing activities meet the mass event criterion. An indicator is determined based on annual HR reporting data.

Ineffective	Poor efficiency	Effective	High efficiency
50% and less of events meet the mass event criterion	51–60% of events meet the mass event criterion	61–80% of events meet the mass event criterion	81% or more events meet the mass event criterion

CSP for Employees Feeding

1. CSP Purpose

Maintaining the health and working ability of employees by providing them with high quality and affordable hot meals.

2. Participants

This CSP applies to organizations of Rosatom State Corporation including organizations of Rosatom State Corporation (their branches, representative offices) operating outside the Russian Federation, except Rosatom State Corporation and MC.

All employees of organizations of Rosatom State Corporation take part in the CSP.

3. Mandatory Conditions for CSP Implementation

Maintaining the opportunity for employees to receive healthy nutrition during the break allotted for meals at a price that takes into account the income level of employees of the State Corporation organizations.

The agreement on the provision of catering services concluded with Rosatom State Corporation or the organization of Rosatom State Corporation shall contain obligations of a public catering enterprise to provide services for the organization of therapeutic and preventive nutrition to employees engaged in labour activities working in conditions that deviate from normal ones.

The fixed price of a lunch should be not more than 10% of the average daily earnings of employees of the organization of Rosatom State Corporation.

If the price of a lunch is more than 5% of the average daily earnings, organizations of Rosatom State Corporation shall compensate employees for the difference in the lunch price.

Compensation of employee's expenses for food is carried out on a non-monetary basis (coupons, electronic cards).

4. Conditions Recommended for CSP Implementation

The menu of standard lunches (complex meals) should consist of 3 dishes and a drink at a fixed price.

Regular monitoring of food quality by the representatives of Rosatom State Corporation organizations and employees.

5. CSP Implementation Mechanism

The procedure and the specific amount of food cost compensation for employees is carried out in accordance with the LRA developed by the organization of Rosatom State Corporation.

6. Indicators for Assessing CSP Implementation Efficiency

6.1. The share of the average daily check value in the average daily earnings of an employee

Ineffective	Poor efficiency	Effective	High efficiency
More than 10%	8–10%	5–7%	4% and less

6.2. Satisfaction with the food quality. The assessment is carried out based on the results of a survey of employees based on a standard questionnaire developed by the HRPD of Rosatom State Corporation.

CSP for NSPP

1. CSP Purpose

Financial support to employees who have worked conscientiously for a long time in Rosatom State Corporation and organizations of Rosatom State Corporation provided after their retirement.

2. Participants

This CSP applies to Rosatom State Corporation and organizations of Rosatom State Corporation except for the organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation. Employees of organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation, may continue to be members of the NSPP CSP if they had joined the NSPP CSP before the employees participating in the NSPP CSP have become employees of organizations of Rosatom State Corporation (including their branches, representative offices) operating outside the Russian Federation. All employees who have not reached the general retirement age defined by the legislation of the Russian Federation can be CSP participants.

3. Short Terms

In this Appendix, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Short Term	Expansion
Non-state pension	Funds regularly paid to a former employee of Rosatom State Corporation or Rosatom State Corporation organization in accordance with the terms of pension agreements between a non-state pension fund and fund contributors, according to which the depositors are obliged to pay pension contributions to the fund, and the fund agrees to pay to the NSPP CSP participant (participants) their non-state pension. The size of non-state pension is determined based on the total accumulated personal and corporate pension contributions taking into account the investment income.
Pension scheme No. 1 ⁶	Employee participation in the program of state co-financing of pension savings. In this case, Rosatom State Corporation and the organizations of Rosatom State Corporation enter into an agreement with an NSPF in which they open a personal pension account for an employee participating in this pension scheme and to which they transfer the tranches being proportional to the employee's contributions.
Pension scheme No. 2	Participation of the employee and Rosatom State Corporation and the organization of Rosatom State Corporation, in agreed shares, in the formation of additional pension benefits for the employee in the NSPF.
Length of pensionable service	The total length of the periods of service in Rosatom State Corporation and organizations of Rosatom State Corporation taken into account

	when determining the right to a non-state pension, during which personal and corporate pension contributions to the NSPF were being paid.
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⁶ Applies only to employees who have become participants thereof before 01/01/2014.

4. Mandatory Conditions for CSP Implementation

Voluntary employee participation in the CSP.

The employee participates in the formation of his/her pension savings in the shares agreed with Rosatom State Corporation and the organization of Rosatom State Corporation by transferring contributions from his/her wages to the Pension Fund of Russia and/or to the NSPF.

Funds accumulated in non-state pension funds are used to assign a non-state pension only to employees who have a continuous minimum length of service in the industry for not less than the number of years specified below:

for the 1st social category – 15 years;

for the 2nd social category – 10 years.

When assigning a non-state pension, the total length of service in the industry is taken into account in proportion to the periods of work in Rosatom State Corporation and Rosatom State Corporation organizations for employees belonging to different social categories.

Equal conditions of non-state pension schemes for all employees of the organization, regardless of the level/grade of the position.

Maximum monthly contribution amount of Rosatom State Corporation and the organization of Rosatom State Corporation under pension scheme No. 1 shall not exceed 1,000 roubles per 1 employee.

Maximum monthly contribution amount of Rosatom State Corporation and the organization of Rosatom State Corporation under pension scheme No. 2 shall not exceed 8,000 roubles per 1 employee.

Minimum amount of monthly personal and corporate contributions under pension scheme No. 1 may not be less than 180 roubles.

Minimum amount of monthly personal and corporate contributions under pension scheme No. 2 may not be less than 200 roubles.

If an employee participates in both pension schemes, the maximum monthly contribution of Rosatom State Corporation and the organization of Rosatom State Corporation should not exceed 8,000 roubles per 1 employee.

The amount of monthly personal and corporate pension contributions in the organizations of Rosatom State Corporation located in the Far North and equivalent localities is determined using regional coefficients established by the Government of the Russian Federation. The situation of former industry employees currently receiving a non-state pension should not be worsened due to the coming into force of the CSP.

The contributions of Rosatom State Corporation or organizations of Rosatom State Corporation in

favour of an employee to an NSPF are terminated when the employee reaches the generally established retirement age determined by the legislation of the Russian Federation. Assignment of a non-state pension is carried out at the time of dismissal/resignation of the employee from the organization for any reason, with the exception of paragraphs 5–11 of the first part of Article 81 of the Labour Code of the Russian Federation.

Employees participating in an NSPP program resigning under paragraph 8 of the first part of Article 77 or paragraph 5 of the first part of Article 83 of the Labour Code of the Russian Federation retain the right to receive a non-state pension based on the accumulated funds.

Employees participating in the NSPP CSP retain the right to receive a non-state pension taking into account the corporate pension contributions in the event of their dismissal/resignation before reaching the generally established retirement age for any reason, except for the reasons specified in paragraph 3, paragraphs 5–14 of the first part of Article 81 of the Labour Code of the Russian Federation, provided that a NSPP CSP participant meets the requirements specified in the LRA of the organization regarding the length of service in the industry and paying pension contributions for a period not less than 5 years.

For employees of pre-retirement age, who have become participants in NSPP CSP before 01/01/2019, in the event of dismissal/resignation for any reason, except for the reasons specified in paragraph 3, paragraphs 5–14 of the first part of Article 81 of the Labour Code of the Russian Federation, a non-state pension, taking into account corporate pension contributions, may be assigned before the NSPP CSP participant reaches the age of the old age pension assignment, due to disability and in other cases of early old-age pension assignment.

The size of a non-state pension is determined based on the total amount of accumulated personal and corporate pension contributions, taking into account the investment income and the period of payment of a non-state pension established in the LRA of Rosatom State Corporation and Rosatom State Corporation organization. The maximum period for payment of a non-state pension cannot exceed 15 years.

The management of funds accumulated on the individual pension accounts of employees by the beginning of CSP validity term should be carried out in accordance with the conditions of the previously existing LRA regulating pension schemes if these conditions were more favourable for the employee.

5. Conditions Recommended for CSP Implementation

At the time of employee retirement, the first payment may amount to 25% of all accumulations formed in the non-state pension fund.

The size of contributions of Rosatom State Corporation or the organization of Rosatom State Corporation may increase with employee contributions increase.

The maximum amount of contributions of employees participating in the NSPP CSP is not limited.

When an employee participating in NSPP CSP moves from one age category to another, the employee has the right to submit a request on applying a contribution ratio corresponding to his/her age in accordance with the organization's LRA.

To ensure the formation of pension savings it is desirable that the minimum employee contribution at the date of entry into the program is set depending on the number of years left to the retirement age: the smaller the number of years until the retirement age is, the higher is the employee's contribution. The appropriate contribution ratio should be applied, as determined by the LRA of Rosatom State Corporation organization, when an NSPP CSP participant moves from one age category to another.

The minimum insurance period of participation in the CSP for the assignment of a non-state pension should be 5 years.

When an NSPP CSP participant transfers from one organization of the nuclear industry to another, the SHR unit of the organization the employee leaves shall hand out "The Resolution for Assignment of Pension Taking into Account Corporate Contributions" (deferred pension assignment) personally to the participant and send a copy thereof to the NSPF, in order to exclude the NSPP CSP participant's subsequent appeal for the assignment of pension to the organization of Rosatom State Corporation, in which the participant initially joined the NSPP CSP.

6. CSP Implementation Mechanism

Approval by Rosatom State Corporation or the organization of Rosatom State Corporation of the LRA regulating the implementation of NSPP CSP.

Rosatom State Corporation and the organizations of Rosatom State Corporation can implement two pension schemes for employees: Pension Scheme No. 1 and Pension Scheme No. 2.

The employee has the right to decide on participation in either one of the above pension schemes or in both of them at the same time. In both cases, Rosatom State Corporation and the organizations of Rosatom State Corporation shall transfer contributions to the individual pension account of an employee in the NSPF.

For the transitional period of the pension reform from 2019 to 2023, Rosatom State Corporation organizations that implement NSPP CSP shall continue co-financing pension contributions of employees of pre-retirement age in accordance with the LRA of Rosatom State Corporation organization until the employee reaches the age of 65 and 60 years (men and women, respectively) (subject to the provisions stipulated in Appendix 6 to the Federal Law No. 350-FZ dated 03/10/2018 "On Amending Certain Legislative Acts of the Russian Federation on Issues regarding the Assignment and Payment of Pensions").

CSP for Employees' Well-Being

1. CSP Purpose

Improving the well-being and quality of life of the employees.

2. Participants

This CSP applies to Rosatom Corporation and the organizations of Rosatom State Corporation.

All employees of Rosatom State Corporation and its organizations can become participants thereof.

3. Short Terms

In this Appendix, in addition to the terms and abbreviations established in the regulatory legal acts and regulations of Rosatom State Corporation listed in Section 2 of the Policy, the following short terms are used:

Short Term	Expansion
Employees' well-being	Prosperity, solvency, calm and sustainable life. A person's inner feeling, a combination of love for what he is doing every day, good relationships with other people, a stable financial situation, good health and pride in his/her contribution to the life of society and the interconnectedness of these five elements.
Employee well-being index	The value calculated arithmetically which allows assessing the level of well-being of an employee both by individual elements of well-being, and in their totality, based on the methods established in the organization's LRA.

4. Mandatory Conditions for CSP Implementation

Voluntary employee participation in the CSP.

Assessment of the well-being of employees is carried out by five elements, which are understood as:

physical well-being – physical activity, appropriate nutrition, health risks;

professional well-being – satisfaction with the job, being in demand on the labour market, use of opportunities, business responsibility, CV attractiveness;

financial well-being – welfare, safety, independence, ability to manage income;

emotional well-being – stress, professional burnout, fatigue;

social well-being – relationships in the family, with friends, existence of hobbies, involvement in socially useful activities (for example, voluntary work).

4. Conditions Recommended for CSP Implementation

It is recommended to conduct an annual assessment of the employees' well-being, based on which to form activities aimed at improving the well-being and quality of life of the employees (hereinafter – the activities).

The format of the activities provides the opportunity for employees to receive individual recommendations for improving their well-being.

Adjustment of activities shall be carried out annually taking into account the re-assessment of the well-being of employees and the results of the activities implemented.

Rosatom State Corporation and the organizations of Rosatom State Corporation use the results obtained to assess the well-being of employees in order to make decisions on the implementation of a particular CSP, as well as to form individual social benefits for employees.

5. CSP Implementation Mechanism

Rosatom State Corporation and the organizations of Rosatom State Corporation shall approve the LRA regulating the methods, procedure and format for summing up the results of assessing the employees' well-being, as well as the activities.

The results of the employees' well-being assessment become the basis for an action plan to improve the well-being and quality of life of employees of Rosatom State Corporation and Rosatom State Corporation organizations.

6. Indicators for Assessing CSP Implementation Efficiency

The employee well-being index is estimated as a percentage and is determined based on the methods for assessing the well-being of employees reflected in the LRA of Rosatom State Corporation and the organizations of Rosatom State Corporation.

CSP Implementation Efficiency Grade Scale:

Lack of efficiency (low well-being index)	Effective (middle well-being index)	High efficiency (high well-being index)
less than 50%	50–79%	80% and more