

PERSONNEL AND REMUNERATION COMMITTEE

Committee establishment date	6 August 2010																								
Date and number of the minutes of the Board meeting, at which the Regulations on the Committee (as amended) were approved	No. 194/2014 dated 1 August 2014																								
Key tasks of the Committee	<p>To develop recommendations (conclusions) concerning the following issues and submission of them to the Board of Directors:</p> <ul style="list-style-type: none"> Establishing criteria for selecting and evaluating candidates for the Board of Directors and executive bodies of the Company Setting principles and criteria for remuneration of members of the Company's management and control bodies Approving (adjusting) internal documents that regulate issues in the field of remuneration and material incentives Appointing the Acting General Director of the Company Conducting regular assessment of the performance of the General Director and members of the Management Board of the Company Pre-approving candidates for the positions defined by the Board of Directors of the Company 																								
Members of the Board of Directors in office in the reporting year	<p>Committee composition from 14 August 2023 to 26 June 2024, current Committee composition elected on 3 July 2024</p> <ol style="list-style-type: none"> Daria Borisova (Committee Chair), Director for HR Management and Organisational Development of Rosseti PJSC Alexander Kazakov, member of the Board of Directors of Rosseti Kuban JSC Konstantin Suvorovskiy, Head of the Remuneration, Organisational Design and Personnel Administration Department of Rosseti PJSC 																								
Performance results of the Committee in the reporting year	<table border="1"> <thead> <tr> <th>Indicator</th> <th>2022</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Number of Committee meetings held</td> <td>13</td> <td>13</td> <td>15</td> </tr> <tr> <td> • Including in person (in mixed format)</td> <td>—</td> <td>—</td> <td>—</td> </tr> <tr> <td>Number of issues discussed</td> <td>26</td> <td>18</td> <td>24</td> </tr> <tr> <td>Share of issues preliminarily considered by the Committee with preparation of recommendations to the Board of Directors in the total number of issues considered (%)</td> <td>69.2</td> <td>72.2</td> <td>58.3</td> </tr> <tr> <td>Average attendance of the Committee meetings by the Committee members (%)</td> <td>100</td> <td>100</td> <td>100</td> </tr> </tbody> </table> <p>Recommendations were made to the Board of Directors concerning the following issues:</p> <ul style="list-style-type: none"> On the evaluation of the Board of Directors and its committees and on consideration of the results On changes to the composition of the Company's Management Board On appointment of the Acting General Director of the Company On approval of addenda to the Company's collective bargaining agreement for 2023–2025 On approval of KPIs and functional KPIs of the management staff for 2024–2026 On preliminary approval of candidates for the positions defined by the Board of Directors of the Company On approval of reports on KPIs and functional KPIs of the management staff for 2023 On establishment of the Committee's budget On review of the report of the Personnel and Remuneration Committee on works performed in the 2023/2024 corporate year On approval of the Corporate Secretary performance report <p>The Personnel and Remuneration Committee of the Board of Directors also reviewed information on the performance of the Company's Deputy General Directors</p>	Indicator	2022	2023	2024	Number of Committee meetings held	13	13	15	• Including in person (in mixed format)	—	—	—	Number of issues discussed	26	18	24	Share of issues preliminarily considered by the Committee with preparation of recommendations to the Board of Directors in the total number of issues considered (%)	69.2	72.2	58.3	Average attendance of the Committee meetings by the Committee members (%)	100	100	100
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GRID CONNECTION COMMITTEE

Committee establishment date	11 October 2011																								
Date and number of the minutes of the Board meeting, at which the Regulations on the Committee (as amended) were approved	No. 281/2017 dated 19 July 2017																								
Key tasks of the Committee	<p>To develop recommendations (conclusions) concerning the following issues and submission of them to the Board of Directors:</p> <ul style="list-style-type: none"> Improvement of the legal framework of the anti-trust law and provision of equal-opportunity access to the grid connection services Improvement of the Company's internal standards for ensuring equal-opportunity access to the grid connection services Development of principles and criteria for assessing the Company's performance efficiency regarding connecting customers to power grids Assessment of the Company's performance related to grid connection of consumers Assessment of the Company's performance efficiency in the improvement of power grid development plans in the regions of presence Analysis of the current situation in the Company and the preparation of suggestions for the Board of Directors concerning customers' grid connection and the future development of the grid in general 																								
Members of the Board of Directors in office in the reporting year	<p>Committee composition from 14 August 2023 to 26 June 2024, current Committee composition elected on 16 August 2024</p> <ol style="list-style-type: none"> Alexey Molskiy (Committee Chairman), Deputy General Director for Investment and Capital Construction of Rosseti PJSC, member of the Board of Directors of Rosseti Kuban JSC Marina Gazdanova, Deputy Head of Grid Connection and Infrastructure Development Department — Head of Additional Services and Customer Services Development Department of Rosseti PJSC Dmitry Zhuravlev, Deputy General Director for Development and Grid Connection of Rosseti South PJSC Oleg Klinkov, Director for Customer Relations — Head of Technological Development Department of Rosseti PJSC Alexander Chepusov, Acting Deputy General Director for Development and Grid Connection of Rosseti Kuban JSC 																								
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