

# REMUNERATION SYSTEM FOR MANAGEMENT AND CONTROL BODIES

## REMUNERATION OF MEMBERS OF THE BOARD OF DIRECTORS

In the reporting year, remuneration and expenditure reimbursement for the Board members were accrued and paid in accordance with the revised Regulations on Remuneration and Reimbursement Payment to the Board of Directors of the Company approved by the resolution of the annual General Meeting of Shareholders of Kabanenergo PJSC on 20 June 2019 (Minutes No. 42 dated 20 June 2019) (hereafter – Regulations).

According to the Regulations, the remuneration to the members of the Board of Directors is paid quarterly in the period starting from the candidate election to the Board and finishing at the end of the Board's office.

The amount of remuneration for sitting on the Board of Directors for each of the Board members was calculated against the overall number of the Board

of Directors meetings in the reporting quarter and the number of meetings every Board member attended.

The remuneration consists of base and additional parts:

- The base part of the remuneration S (1) is calculated as per the formula:

**S (1) = R<sub>base</sub> / 4 × 100/130 × (n/m),**  
where:

- R<sub>base</sub> is the amount of the base annual remuneration by reference to the Company's revenue under RAS calculated for the last completed reporting year before the election of the Company's Board of Directors.

The amount of the Company's revenue under RAS calculated for the last completed reporting year before the election of the Company's Board of Directors

R <sub>base</sub> (RUB)
Over RUB 200 billion
Over RUB 70 billion
Over RUB 30 billion
Over RUB 10 billion
Over RUB 1 billion
Over RUB 600 million
Less than RUB 600 million

- n — the number of meetings of the Board of Directors (irrespective of the form of a meeting) attended by a Board member in the reporting quarter
- m — the total number of meetings of the Board of Directors (irrespective of the form of a meeting) in the reporting quarter
- additional part — premiums expressed in per cents relative to the remuneration base part:
  - 30% — for the Chairman of the Company's Board of Directors

- 20% — for the chairmanship on a specialised committee under the Board of Directors
- 10% — for the membership in a specialist committee under the Company's Board of Directors

Premiums for performing the duties of a Chairman and/or Board member are not paid if there are no Committee meetings held within the reporting quarter.

Remuneration is not paid to the members of the Board of Directors if they did not take part in more than 50% of the meetings held in the reporting quarter.

The remuneration is paid to the members of the Board of Directors within 30 calendar days after the end of the reporting quarter.

The Regulations on Remuneration to the Board of Directors:

- Does not apply to the members of the Board of Directors that are simultaneously members of executive bodies.
- States that remunerations are not accrued and paid to the Chairman or members of the Company's Board

- of Directors if the federal legislation restricts or prohibits them to receive any payments from commercial organisations.
- Provides for the right of the Board members to receive reimbursement of expenditures associated with attending the meetings of the Board of Directors, its committee,

general meetings of shareholders of the Company according to the rules for reimbursement of travel expenses valid at the time of the meeting and established for top managers of the Company.

### Remuneration accrued and paid to members of the Company's Board of Directors (RUB '000)

Indicator	2022	2023	2024
Basic remuneration for participation in meetings of the Board of Directors	15,991	12,091	<b>17,582</b>
Premium of 30% to the Chairman of the Board of Directors	508	381	<b>537</b>
Premium of 20% to the Chairman of a specialist committee under the Board of Directors	999	558	<b>358</b>
Premium of 10% for membership in a specialist committee under the Board of Directors	719	592	<b>1,252</b>
<b>Total</b>	<b>18,217</b>	<b>13,622</b>	<b>19,729</b>

The Company did not pay any other remunerations to the members of the Board of Directors.

The Company has no remuneration or reimbursement payments overdue to the Board of Directors members.

The Company did not provide any loans (credits) to the Board of Directors members.

The expenses of the Board of Directors members were not reimbursed in the reporting year.

## REMUNERATION OF MEMBERS OF EXECUTIVE BODIES

In accordance with the decision of the Board of Directors of the Company on 29 June 2023 (Minutes No. 524/2023 dated 30 June 2023), members of the Management Board of the Company are classified as senior managers of the Company.

In accordance with the Regulations on Remuneration and Material Incentives for High-Ranking Executives of Rosseti Kuban PJSC approved by the Board of Directors of the Company on 29 June 2023 (Minutes No. 524/2023 dated 30 June 2023), if a high-ranking manager is elected to the Management

Board of the Company, remuneration shall be paid by setting an additional payment for membership in the collegial executive body (Management Board) of the Company in the amount corresponding to the minimum wage under Article 133 of the Labour Code of the Russian Federation.

### Remuneration and reimbursement of expenses paid to the members of the Company's executive bodies for 2022–2024 (RUB '000)

Indicator	2022	2023	2024
Remuneration for sitting on the Management Board	1,667	802	<b>933</b>
Salary	38,185	56,169	<b>42,751</b>
Bonuses	36,204	24,902	<b>54,228</b>
Reimbursement of expenses	2,291	1,433	–
Other types of remuneration	2,192	1,640	–
<b>Total</b>	<b>80,539</b>	<b>84,946</b>	<b>97,912</b>

For the members of executive bodies, the Company has no remuneration or reimbursement payments overdue.