

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	To develop recommendations (conclusions) concerning the following issues and submission of them to the Board of Directors: <ul style="list-style-type: none"> Establishing criteria for selecting and evaluating candidates for the Board of Directors and executive bodies of the Company Establishing principles and criteria for determining the remuneration of members of the Company's governing bodies Determining the material terms of employment agreements with Board members and executive bodies Conducting regular assessment of the performance of the Director General and members of the Management Board Determining remunerations for the members of the Board of Directors
Members of the Board of Directors in office in the reporting year	The members of the Committee serving from 20 June 2022 to 27 June 2023: <ol style="list-style-type: none"> Alexander Kazakov (Chairman of the Committee), member of the Board of Directors of Rosseti Kuban, PJSC Yulia Kuznetsova, Acting Deputy General Director for HR Management of Rosseti, PJSC Irina Kosinskaya, Deputy Head of HR Management Department of Rosseti, PJSC <hr/> Current membership of the Committee elected on 14 August 2023: <ol style="list-style-type: none"> Daria Borisova (Chairman of the Committee), HR Director, Rosseti, PJSC Alexander Kazakov, member of the Board of Directors of Rosseti Kuban, PJSC Konstantin Suvorovskiy, Head of the Remuneration, Organisational Design and Personnel Administration Department at Rosseti, PJSC

Performance results of the Committee in the reporting year	Indicator	2021	2022	2023
	Number of Committee meetings held	18	13	13
	• Including in person (in mixed format)	–	–	–
	Number of issues discussed	28	26	18
	Share of issues preliminarily considered by the Committee with preparation of recommendations to the Board of Directors in the total number of issues considered (%)	82.1	69.2	72.2
	Average attendance of the Committee meetings by the Committee members (%)	98.8	100	100

Recommendations were made to the Board of Directors concerning the following issues:

- 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 approval of the terms and conditions of labour remuneration and the amount of the maximum annual remuneration of the Company's executives
- On approval of the agreement to the Company's collective bargaining agreement for 2023–2025
- On approval lists of KPIs and functional KPIs of the management staff and their target values
- On approval of General Director KPI achievement reports
- On review of the report of the Personnel and Remuneration Committee on works performed in the 2022–2023 corporate year
- On approval of the Corporate Secretary performance report

In addition, the Personnel and Remuneration Committee of the Board of Directors reviewed the status of the management and youth talent pools and approved their members

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	To develop recommendations (conclusions) concerning the following issues and submission of them to the Board of Directors: <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	Members of the Committee serving between 17 August 2022 and 27 June 2023, current members of the Committee elected on 14 August 2023: <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, PJSC 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, PJSC

Performance results of the Committee in the reporting year	Indicator	2021	2022	2023
	Number of Committee meetings held	10	8	8
	• Including in person (in mixed format)	1	2	–
	Number of issues discussed	16	17	15
	Share of issues preliminarily considered by the Committee with preparation of recommendations to the Board of Directors in the total number of issues considered (%)	25.0	23.5	20.0
	Average attendance of the Committee meetings by the Committee members (%)	95.0	100	100

Recommendations were made to the Board of Directors on the approval of customer service quality standards and consideration of the Grid Connection Committee's progress report for the 2022–2023 corporate year.

Review of the following management reports:

- On the implementation of measures to improve the accessibility of energy infrastructure
- On interaction with the system operator and executive authorities of the Krasnodar Territory and the Republic of Adygeya when considering power industry development schemes and programmes
- On the Company's current activities in connection of consumers to the power grid
- On the preparation of comprehensive development programmes for power grids with a voltage of 35 kV or above in the Krasnodar Territory and the Republic of Adygeya
- On the progress on the roadmap for the development of additional (non-tariff) services
- On decommissioning of electricity generation facilities