

EXECUTIVE BODIES

The General Director, who is the sole executive body, and the Management Board (the collective executive body) are in charge of executive management of Rosseti Kuban, PJSC.

The General Director and the Management Board are accountable to the General Meeting of Shareholders and the Board of Directors.

Pursuing Following the Articles of Association of the Company, the General Director is elected by the Board of Directors and chairs the Management Board. All the Management Board members

are also elected by the Board of Directors, as suggested by the General Director, in the number to be determined by a decision of the Board of Directors.

Each member of the Management Board, including its chairperson, shall have the experience, knowledge and qualifications necessary for the proper discharge of the duties entrusted to him/her.

The General Director and the members of the Management Board act in good faith and the best interests of the Company and all of its shareholders. To prevent any conflicts of interests and the related adverse impacts for the Company, the members of the Management Board shall disclose to the Company all and any information about their business activities outside the interests of the Company.

General Director

According to the Articles of Association of Rosseti Kuban, the General Director is change of the executive management of the Company according to decisions of the General Meeting of Shareholders, the Board of Directors and the Management Board.

All of the aspects of current operations management in the Company, except for matters reserved for the General Meeting of Shareholders, the Board of Directors, and the Management Board, fall within the remit of the General Director.

The General Director shall act on behalf of the Company without a power of attorney, subject to the restrictions stipulated by the legislation of the Russian Federation, the Article of Association and decisions of the Board of Directors of Rosseti Kuban, PJSC.

Relations of the General Director with the Board of Directors:

- The Board of Directors approves the Procedure for Calculating and Evaluating KPIs of the General Director, their target values and reports on their performance

- The General Director regularly submits to the Board of Directors reports on the Company's performance results, including reports on implementation of the duties and resolutions of the General Meeting of Shareholders and the Board of Directors by the General Director

The functions of the sole executive body (General Director) of the Company in the reporting year were performed by Boris Ebzeev (Acting General Director, part-time)¹.

on how the Management Board fulfils the resolutions of the General Meeting of Shareholders and the Board of Directors

Management Board

The Management Board is responsible for the implementation of the Company's goals, strategy and policy and manages the day-to-day operations within its remit.

- To ensure a high level of income from the Company's assets and the maximum profit from the Company's operations

Relations of the Board of Directors and Management Board of the Company:

The key objectives of the Management Board:

- To uphold the rights and legitimate interests of the Company's shareholders
- To prepare suggestions on the Development Strategy of the Company
- To implement the financial and economic policy of the Company, drawing up decisions on the major issues related to its current economic operations and coordinating the operation of its departments
- To increase the efficiency of the internal control and risk monitoring systems

- The Board of Directors elects the members of the Management Board, establishes the remuneration and compensation paid to them, monitors the compliance of the Management Board's activities with the Company's approved strategy, and hears the Management Board's progress reports on the Company's approved strategy

- The Management Board develops and submits prospective plans for the implementation of the Company's core activities, business plan, annual report, follow-up report

The Company's Management Board acts in compliance with the Articles of Association and the Regulations on the Management Board² approved by the resolution of the General Meeting of the Shareholders.

Composition of the Management Board

During the reporting year, the number of members of the Company's Management Board decreased from 9 to 7 members as L Loskutova and O. Nishchuk were removed from the Management Board.

Current membership of the Management Board at the end of the reporting year

1. BORIS EBZEEV, Chairman of the Management Board

Year of birth	1975		
Education	Higher. Graduated from Lomonosov Moscow State University, with major in Law, Lawyer. Holds a candidate degree in Legal Sciences		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:			
Period			
from	to	Organisation	Position
2014	present time	Rosseti South, PJSC	Chairman of the Management Board, General Director
	2019	Donenergo, JSC	Member of the Board of Directors
2015	present time	Rosseti South, PJSC	Member of the Board of Directors
2018	present time	VMES, JSC	Chairman of the Board of Directors
2021	present time	Rosseti Kuban, PJSC	Member of the Board of Directors, Chairman of the Management Board, Acting General Director (part-time)
Date of entry of the Chairman of the Company's Management Board into office	18 May 2021		

2. EDGAR ARMAGANYAN

Year of birth	1984		
Education	Higher. Graduated from: <ul style="list-style-type: none"> Kuban State Agrarian University, with major in Electrification and Automation, Engineer Moscow Institute of Entrepreneurship and Law, with major in Organisation Management, Manager Additional education: <ul style="list-style-type: none"> Bauman Moscow State Technical University, major in Management with Professional Status of Organisation Controlling Kuban State University, with major in Jurisprudence: Civil Law Relations 		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:			
Period			
from	to	Organisation	Position
2009	present time	Rosseti Kuban, PJSC	First Deputy General Director — Director of Sochi Power Grids Branch
2016		Energoservice Kuban, JSC	Chairman of the Board of Directors
Date of election to the Management Board	28 August 2014		

¹ For more details on Boris Ebzeev, please see the Composition of the Board of Directors and Composition of the Management Board subsections of the [Corporate Governance Report](#) section of this Report.

² The Regulation on the Management Board of Rosseti Kuban, PJSC is published on the Company's website in the [About the Company / Constitutive and Internal Documents](#) section.

3. YULIA GALINOVA

Year of birth	1978		
Education	Higher. Graduated from the International Institute of Economics and Law, with major in Jurisprudence, Lawyer		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:			
Period			
from	to	Organisation	Position
2014	2021	Rosseti Kuban, PJSC	Deputy Head of the Legal Support Department
2021	present time		Deputy Director General for Corporate Governance
Date of election to the Management Board	30 September 2021		

4. JULIANNA JABRAILOVA

Year of birth	1981		
Education	Higher. Graduated from: <ul style="list-style-type: none"> Kuban Institute of International Business and Management, with major in Finance and Credit, Economist Kuban State Agrarian University, with Bachelor's degree in Agro-Engineering 		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:			
Period			
from	to	Organisation	Position
2014		Rosseti South, PJSC	Deputy General Director — Head of the Office
2016			Member of the Management Board
2016		Energetik Recreation Facility, JSC	Chairman of the Board of Directors
2017	present time	Rosseti South, PJSC	Director of Kubanenergo branch (part-time)
2018		ERA of Russia Association	Member of the Supervisory Board
2021		Rosseti Kuban, PJSC	Deputy General Director — Head of the Office (part-time)
Date of election to the Management Board	30 June 2021		

5. KIRILL IORDANIDI

Year of birth	1985		
Education	Higher. Graduated from: <ul style="list-style-type: none"> University of Indianapolis (Indiana, USA), with major in Economics and Finance International College (Intercollege, Republic of Cyprus), with major in Management South Russian State University of Economics and Service, with Master's degree in Management Completed professional retraining under the MBA programme on "Management and regulation of economic activities in the international electric power industry" with professional qualifications in "Master of Business Administration" at the Moscow State Institute of International Relations (University) of the Ministry of Foreign Affairs of Russia		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:			
Period			
from	to	Organisation	Position
2016	2021	Rosseti South, PJSC	Head of the Department of Economics
2017	present time	Energetik Recreation Facility, JSC	Member of the Board of Directors
	2021	Sokolovskoye Agricultural Enterprise, JSC	Chairman, member of the Board of Directors
2018	2018	IDGC of South, PJSC	Deputy Director for Economics and Finance (part-time) of Volgogradenergo branch
2019	2021	YugStroyMontazh, LLC	Member of the Board of Directors
2021	present time	Rosseti South, PJSC	Deputy General Director for Economics and Finance, member of the Management Board
	2021	Rosseti Kuban, PJSC	Assistant General Director, Acting Deputy General Director for Economics and Finance (part-time)
	present time		Deputy General Director for Economics and Finance (part-time), member of the Strategy Committee of the Board of Directors
Date of election to the Management Board	30 September 2021		

6. VIKTOR KORZHANEVSKIY

Year of birth	1977		
Education	Higher. Graduated from Serikbayev East Kazakhstan Technical University, with major in Instrumentation, Electrical Engineer		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:			
Period			
from	to	Organisation	Position
2015	2018	Technical Customer Centre, JSC	Deputy General Director for Capital Construction
2019	2020	Rosseti Kuban, PJSC	Head of the Capital Construction Department; then Head of the Capital Construction Department and Acting Deputy General Director for Capital Construction without release from the main work defined by the employment agreement
2020	present time	Rosseti Kuban, PJSC	Deputy General Director for Investments
		Energoservice Kuban, JSC	Member of the Board of Directors
Date of election to the Management Board	27 August 2020		

7. VLADIMIR MIKHAILOV

Year of birth	1982
Education	<p>Higher. Graduated from:</p> <ul style="list-style-type: none"> South Russian State Technical University (Novocherkassk Polytechnic Institute), with major in Electrical Systems and Grids, Engineer FSBE Kuban State Agrarian University n.a. I. Trubilin, with Master's degree in State and Municipal Management <p>Completed a professional retraining course in occupations:</p> <ul style="list-style-type: none"> Safety of technological processes and production in power engineering and power supply, South Russian State Technical University (Novocherkassk Polytechnic Institute) Management, MSTU n.a. N.E. Bauman <p>Completed the advanced training courses on:</p> <ul style="list-style-type: none"> Information Security. Security of restricted access information that does not contain information constituting a state secret using cryptographic and non-cryptographic methods», Informzaschita Training Centre, an autonomous non-profit organisation of additional professional education

Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last 5 years:

Period		Organisation	Position
from	to		
2011	2018	Kubanenergo, PJSC	Director of Krasnodar Power Grids branch
2020	2021	Southern Energy Company, LLC	Executive Director
2022	2022	Rosseti Kuban, PJSC	Assistant Director General of Business Administration in the Department of Business Administration, Acting Deputy Director General for Technical Affairs — Chief Engineer
	present time	Rosseti Kuban, PJSC	Deputy General Director for Technical Affairs — Chief Engineer, member of the Reliability Committee of the Board of Directors
		Energoservice Kuban, JSC	Member of the Board of Directors
Date of election to the Management Board		11 October 2022	

All members of the Company's Management Board are citizens of the Russian Federation

43 years

average age of members of the Management Board

2 women

serve on the Management Board

None of the Management Board members held any positions in the governing bodies of any commercial organisations when bankruptcy procedures were initiated and/or implemented against these companies as specified by the insolvency (bankruptcy) laws of the Russian Federation.

None of the Company's Management Board:

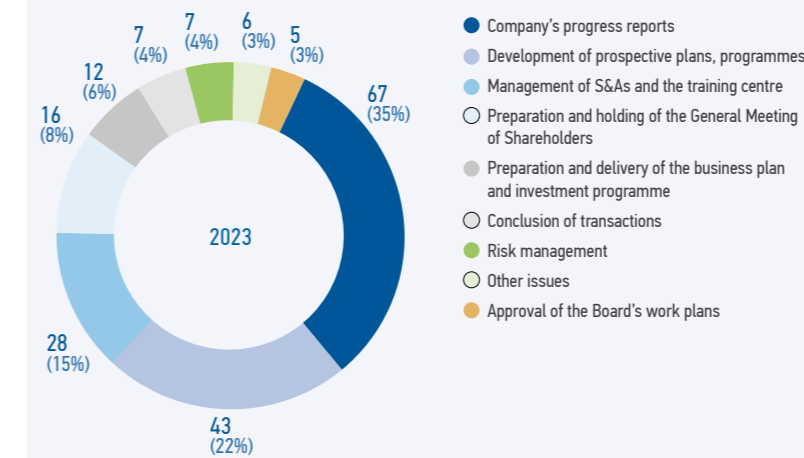
- Owned the Company shares or closed transactions with them during the reporting year¹
- Made any transactions with the Company in the reporting year
- Received any loans (credits) from the Company

- Had family ties with people who are members of the bodies that manage and/or control the financial and economic activities of the Company
- Was held administratively liable for financial improprieties, offence regarding tax and fees or security market, or had any criminal record for economic crimes or crimes against the state
- Had any conflicts of interest with the Company

Performance of the Management Board

Indicator	2021	2022	2023
Number of meetings held	43	46	43
• In person	2	–	–
Number of issues discussed	157	215	191

Breakdown of the issues discussed by the Management Board in 2023



¹ According to the data provided to the Company by the Management Board members.