

ANTI-CORRUPTION POLICY AND ENFORCEMENT OF ECONOMIC SECURITY OF OPERATIONS

The anti-corruption policy of PAO Rosseti and its subsidiaries is a single strategic document of PAO Rosseti and its subsidiaries that defines the single approach of the Rosseti Group to elaboration and implementation of measures to prevent and combat corruption. The goal of the anti-corruption policy is a single approach to implementation of the Federal Law⁴⁰, with regard to elaboration and implementation of measures to prevent and combat corruption: exposure and subsequent elimination of corruption factors (corruption prevention); exposure and prevention of corruption-related and other offences; mitigation and (or) liquidation of consequences caused by corruption-related and other offences, as stated in the Russian Administrative Offence Code⁴¹.

The Company has established the following system for disclosure of information on conflicts of interest:

- initial disclosure of information on conflicts of interest upon employment or transfer to another position
- annual disclosure of information on conflicts of interest as of 31 December of the respective year (declaration campaign)
- notification by employees of the occurrence of a personal interest in the performance of official duties that leads or may lead to a conflict of interest

Initial disclosure of information on conflicts of interest ensures verification of declared information and preparation of the relevant conclusion regarding the examination of a candidate seeking to fill a position, thereby preventing the emergence of pre-/conflict situations within the Company. During the reporting period, 6,245 job applicants seeking positions within the Company and its subsidiaries were reviewed and examined. Twelve pre-conflict situations related to direct subordination of employees in family relationships were identified. Measures for annual declaration of conflicts of interest by employees of the Company and its subsidiaries (AO "EESK") were fully implemented using the electronic declaration subsystem of the "Automated System for Analysis and Collection of Information on Beneficiaries" (AS ASIB). As a result of the 2024 declaration campaign, three pre-conflict situations were identified, which were reviewed and resolved at a meeting of the Commission for Compliance with Corporate Ethics Standards and Conflict of Interest Resolution of PAO Rosseti Ural.

The Company has established the following hotline communication channels:

- Hotline telephone +7(343)293-21-83. The hotline operates 24/7 without days off in automatic mode with voice messaging capability
- Feedback form for reporting corruption and fraud incidents, posted on the Company's website. The corruption and fraud feedback form operates in automatic mode, enabling submission of text messages with copies of supporting documents, including the option for anonymous submissions

Information stands titled "Corruption-Free Territory" are displayed in the offices of the Company's executive apparatus, branches, and subsidiaries, as well as in customer service centers, containing detailed information on all available methods for submitting reports to the Company regarding potential corruption incidents.

During the reporting period, the Hotline received a total of 12 messages (6 anonymous), with only 1 message containing information on potential corruption incidents. Preliminary verification measures confirmed that the facts cited in the message were unsubstantiated.

The expert staff of the Company's responsible division conducts examinations of procurement participants' applications for completeness of information disclosure, veracity, identification of affiliation indicators, conflicts of interest, pre-/conflict situations, and other abuses associated with positions held within the Company.

During the reporting period, participation was recorded in 1,923 procurement procedures. Examinations of the Company's procurement participants were conducted for 4,196 cases. Following competitive procurement procedures, negative conclusions (expert opinions) were issued in respect of 227 participants. Based on security division conclusions, 35 procurement procedures in the amount of RUB 92 million were declared failed due to all procurement participants being found non-compliant with the tender documentation requirements and failure to adhere to the Anti-Corruption Standard for Procurement Activities.

PAO Rosseti Ural participates in collective initiatives to counter and prevent corruption, specifically having been a signatory to the Anti-Corruption Charter of Russian Business since 2015. Accession to the Charter and consistent implementation of its provisions serve as confirmation of the Company's adoption of appropriate anti-corruption measures as required by international legal standards and Russian legislation on corruption prevention and counteraction.

DISCLOSURES

PAO Rosseti Ural continued the systematic and targeted implementation of its information policy in 2025 within the framework of the unified communication policy principles of PAO Rosseti. Development of PAO Rosseti Ural's business reputation constitutes a key component of the Company's strategic management. The Company's information policy is based on the principles of promptness, accuracy, completeness, accessibility, timeliness, and substance. The most important areas of the Company's managerial activities traditionally include initiating and implementing effective communications with representatives of the investment, business, professional, expert, and scientific communities, state and municipal authorities, public organizations, veterans' and youth movements, as well as Company employees. Interaction with mass media for informing the public about Company activities remained a core focus, aimed at building a positive business reputation, enhancing the Company's informational influence, and advancing its interests in the external environment. In 2025, mass media published over 15,500 materials on the Company's activities. The share of positive and neutral publications reached 99.16%. Negative materials accounted for 0.84% of total publications. The average citation index stood at 31.6.

PAO Rosseti Ural regularly discloses information about its activities as a securities issuer, a participant in wholesale and retail electricity markets, and in accordance with other mandatory requirements of Russian legislation. Information is disclosed on the Company's website in the "Disclosure of Information" section (<https://rosseti-ural.ru/disclosure/monopoly/>), as well as on official websites established by applicable legislation (Gosuslugi portal, Ministry of Energy of Russia website, Portal-TP.rf, and others). Within the framework of the unified communication policy, the Company actively maintains its social media presence, engaging various segments of the target audience. Annual subscriber growth across Company accounts in 2025 amounted to approximately 10% (https://vk.com/rosseti_ural, <https://ok.ru/rossetiural>, https://t.me/rosseti_ural). VKontakte remains the most popular platform, with over 24,800 subscribers and more than 3.5 million content views to date.

