

CORPORATE SECRETARY

As part of the implementation of the principal provisions of the Bank of Russia Corporate Governance Code into the corporate governance system of PAO Rosseti Ural in 2016, the position of Corporate Secretary was established within the Company's staffing schedule. The status of the Corporate Secretary, requirements for his candidacy, procedure for appointment and termination of powers, his subordination, and interaction with the Company's governing bodies and structural units, as well as other matters of the Corporate Secretary's activities, are determined by the Regulation on the Corporate Secretary. The Corporate Secretary is appointed to and dismissed from the position by the General Director based on the Board of Directors' resolution regarding his election. The Corporate Secretary is a person directly accountable to and controlled by the Board of Directors. The Corporate Secretary's administrative subordination is determined by the organizational structure approved within the Company. The candidacy for the Corporate Secretary position is proposed for the Board of Directors' consideration by the Chairman of the Board of Directors in coordination with the General Director. In case of the General Director's disagreement with the candidacy proposed by the Chairman of the Board of Directors for the Board of Directors' consideration, the General Director may submit an alternative proposal regarding the Corporate Secretary candidacy to the Chairman of the Board of Directors. In the absence of candidacies for election to the Corporate Secretary position, the Board of Directors may appoint a person acting as Corporate Secretary.

Pursuant to the Regulation on the Corporate Secretary, his principal functions include:

- participation in organizing the preparation and conduct of meetings and absentee voting for decision-making by the General Shareholders' Meeting
- ensuring the effective operation of the Board of Directors
- participation in implementing the Company's information disclosure policy, as well as ensuring the storage of the Company's corporate documents
- ensuring the Company's interaction with its shareholders and participation in preventing corporate conflicts
- ensuring the Company's interaction with regulatory authorities, trading organizers, registrar, and other professional securities market participants within the powers assigned to the Corporate Secretary

The full list of the Corporate Secretary powers is established in the Regulations on the Corporate Secretary.

By the resolution of the Board of Directors⁵⁵ Sergey Anatolyevich Gusak was elected to serve as the Corporate Secretary of PAO Rosseti Ural.

Background information: Born in 1977. Educational background: Urals State Law Academy (graduate degree). Head of Corporate Governance and Stockholder Relations Department at PAO Rosseti Ural since 2008. Share in the charter capital of the Company and its SACs / common stock owned: none. Family ties with members of executive and/ or oversight bodies: none. Managerial positions for the past 5 years: member of the Executive Board of NChOU DPO Educational Center of Rosseti Ural.

EXECUTIVE BODIES

The current activities of the Company are managed by a sole executive body — the General Director — and a collective executive body — the Executive Board. The General Director and the Executive Board are accountable to the General Meeting of Shareholders and the Board of Directors. The executive bodies regularly report to the Board of Directors on the establishment and operation of an effective risk management and internal control system and bear responsibility for its effective functioning.

General Director

The General Director manages the current activities in accordance with the decisions of the General Meeting of Shareholders, the Board of Directors, and the Executive Board, adopted within their respective competence. The competence of the General Director encompasses all matters relating to the management of the Company's current activities, except for those matters assigned to the competence of the General Meeting of Shareholders, the Board of Directors, and the Executive Board. The General Director is elected by the Board of Directors by a majority vote of the members of the Board of Directors participating in the meeting or absentee voting.

By the resolution of the Board of Directors⁵⁶ Dmitry Aleksandrovich Vodennikov was elected to serve as the General Director of PAO Rosseti Ural.



Dmitry Aleksandrovich VODENNIKOV

General Director, Chair of the Executive Board (since 22.11.2024)

Year of birth: 1974.

Educational background: Kurgan State University (Automation of Technological Processes and Manufacturing, 1996), FGAOU "People's Friendship University of Russia" (Jurisprudence, 2021)

Employment for the past 5 years and service on governing and oversight bodies of other organizations

Period from	Period to	Company	Position
2020	2024	PAO Rosseti Moscow Region's branch — Moscow Cable Networks	Branch Director
2017	2020	PAO FSK UES	Executive Board Deputy Chair — Chief Operating Engineer, Executive Board member
2025	Present day	AO EESK	Board of Directors member

Interest in the charter capital/Common stock owned (as of 31.12.2025): none

Security transaction statements filed with the Company in 2025: none

Borrowings from the Company: none

Executive Board

The Executive Board is a collective executive body chaired by the General Director, who performs the functions of the Chairman of the Executive Board. The Executive Board operates on the basis of the Company's Charter, as well as the Regulations on the Company's Executive Board approved by the General Meeting of Shareholders, which establish the terms and procedure for convening and holding its meetings, as well as the procedure for adopting decisions.

The primary tasks of the Executive Board are:

- ensuring compliance with the rights and legitimate interests of the Company's shareholders
- developing decisions on the most important matters of the Company's current financial and economic activities
- enhancing the effectiveness of the risk management and internal control system
- ensuring the enhancement of the Company's investment attractiveness and economic efficiency

In accordance with the Charter, the quantitative composition of the Executive Board is determined by the Board of Directors and may not be less than three persons. By the resolution of the Board of Directors⁵⁷, the quantitative membership of the Executive Board consists of 5 members. By the resolution of the Board of Directors⁵⁷ the authorities of Vladimir Andreyevich Skladchikov and Dmitry Dmitryevich Mikheev as Executive Board members were terminated and Sergey Vladimirovich Popov was elected to serve on the Executive Board. Pursuant to Board of Directors resolution⁵⁸ the authorities of Kirill Evgenyevich Deryagin as an Executive Board member were terminated and Aleksey Vladimirovich Sanin was elected to serve on the Executive Board.

As of 31.12.2025, the Executive Board consisted of 5 members*:

- **Dmitry Aleksandrovich VODENNIKOV**, General Director, Chair of the Executive Board
- **Vladimir Aleksandrovich RYABUSHEV**, First Deputy General Director — Chief Operating Officer, Deputy Chair of the Executive Board
- **Aleksey Vladimirovich SANIN**, Deputy General Director for Legal Affairs and Corporate Governance, Executive Board member
- **Olga Vyacheslavovna OCHEREDKO**, Deputy General Director for Economics and Finance, Executive Board member
- **Sergey Vladimirovich POPOV**, Deputy General Director for Sales, Executive Board member



Dmitry Aleksandrovich VODENNIKOV

General Director,
Chair of the Executive Board
(since 22.11.2024)

Year of birth: 1974.

Educational background:
Kurgan State University
(Automation of Technological
Processes and Manufacturing,
1996), FGAOU "People's
Friendship University of Russia"
(Jurisprudence, 2021)



Vladimir Aleksandrovich RYABUSHEV

First Deputy General Director —
Chief Operating Officer, Deputy
Chair of the Executive Board

Executive Board member since:
2021

Year of birth: 1977

Educational background:
Rudnenskiy Industrial Institute
(Industrial Electricity Supply,
2000), SUSU (Retraining: Project
Management of Business
Development, 2019; master
thesis on Management, 2021)

Employment for the past 5 years and service on governing and oversight bodies of other organizations

Period from	Period to	Company	Position
2020	2024	PAO Rosseti Moscow Region's branch — Moscow Cable Networks	Branch Director
2017	2020	PAO FSK UES	Executive Board Deputy Chair — Chief Operating Engineer, Executive Board member
2025	Present day	AO EESK	Board of Directors member

Interest in the charter capital/Common stock owned (as of 31.12.2025): none

Security transaction statements filed with the Company in 2025: none

Borrowings from the Company: none

Information on the conflict of interest (incl. service on the governing bodies of other Company's firms): none

Employment for the past 5 years and service on governing and oversight bodies of other organizations

Period from	Period to	Company	Position
2021	Present day	NChOU DPO Educational Center of Rosseti Ural	Executive Board Chair
2022	Present day	AO EESK	Board of Directors member

Interest in the charter capital/Common stock owned (as of 31.12.2025): none

Security transaction statements filed with the Company in 2025: none
Borrowings from the Company: none

Information on the conflict of interest (incl. service on the governing bodies of other Company's firms): none

* The directors consented the disclosure of personal data in the report in a manner, consistent with laws of the Russian Federation. Biographies of the departed Executive Board members are disclosed in the PAO Rosseti Ural's FY2024 annual report: <https://www.e-disclosure.ru/portal/files.aspx?id=12105&type=2>



Aleksey Vladimirovich SANIN

Deputy General Director for Legal Affairs and Corporate Governance, Executive Board member

Executive Board member since: 2025

Year of birth: 1976

Educational background: Urals State Legal Academy (Jurisprudence, 1999)

Employment for the past 5 years and service on governing and oversight bodies of other organizations

Period from	Period to	Company	Position
2008	Present day	PAO Rosseti Ural	Head of Legal Directorate, Head of Legal Department, Head of Security Department, Head of Legal Department, Acting General Director for Legal Affairs and Corporate Governance

Interest in the charter capital/Common stock owned (as of 31.12.2025): none

Security transaction statements filed with the Company in 2025: none

Borrowings from the Company: none

Information on the conflict of interest (incl. service on the governing bodies of other Company's firms): none



Olga Vyacheslavovna OCHEREDKO

Deputy General Director for Economics and Finance, Executive Board member

Executive Board member since: 2023

Year of birth: 1972

Educational background: Kuban State University (Economic and Social Planning, 1994)

Employment for the past 5 years and service on governing and oversight bodies of other organizations

Period from	Period to	Company	Position
2008	2022	PAO Rosseti Kuban	Head of Financial Section, Deputy Head of Financial Directorate, Head of Finance and Treasury Department, Deputy General Director for Economics and Finance
2023	Present day	AO EESK	Board of Directors member
2023	2024	AO EES	Board of Directors member

Interest in the charter capital/Common stock owned (as of 31.12.2025): none

Security transaction statements filed with the Company in 2025: none

Borrowings from the Company: none

Information on the conflict of interest (incl. service on the governing bodies of other Company's firms): none



Sergey Vladimirovich POPOV

Deputy General Director for Sales, Executive Board member

Executive Board member since: 2025

Year of birth: 1980

Educational background: GOU VPO South Urals State University (Electric Stations, 2002)

Employment for the past 5 years and service on governing and oversight bodies of other organizations

Period from	Period to	Company	Position
2024	Present day	PAO Rosseti Ural	Acting Deputy General Director for Sales, Deputy General Director for Sales
2021	2024	PAO Rosseti Moscow Region	Chief Technologist
2017	2021	PAO FSK UES	Deputy Chief Engineer

Interest in the charter capital/Common stock owned (as of 31.12.2025): none

Security transaction statements filed with the Company in 2025: none

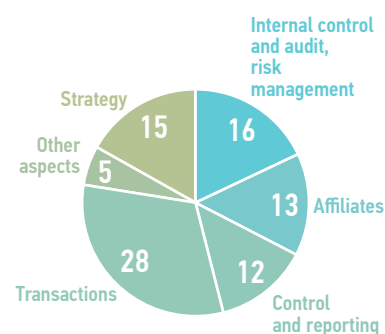
Borrowings from the Company: none

Information on the conflict of interest (incl. service on the governing bodies of other Company's firms): none

Consideration of matters at the Executive Board activities of PAO Rosseti Ural is conducted on a planned basis, taking into account the resolutions of the General Shareholders' Meeting, the Board of Directors, matters submitted by the General Director, and members of the Executive Board. The activities of the Executive Board were focused on developing current plans and decisions enabling the achievement of the stated objectives. Significant attention of the Executive Board was devoted to the preparation of materials and matters, resolutions on which are adopted by the Board of Directors, for the purpose of thorough elaboration of such matters and ensuring the high quality of decisions made by the Company.

During the reported period the Executive Board conducted

38 activities
 17 — absentee voting,
 21 — meeting
 Agenda items examined:
 89



Year	Total	Absentee voting	Meeting	Agenda items examined
2025	38	17	21	89
2024	27	23	4	132
2023	38	31	7	232

The most important agenda items reviewed by the Executive Board during the reported period

Topics	Agenda items examined in 2025
Internal control and audit, risk management	Adoption of the 2025 and 2026 risk register and risk maps, risk management activity plan for 2025, risk appetite
Strategy	Adoption of the development of additional services strategy, a draft of the revised Digital Transformation Program for the period up to the year 2030
Control and reporting	Examination of the progress reports with regard to the implementation of the development of additional services program, business plan completion reports, covering investment program

Topics	2023	2024	2025
Internal control and audit, risk management	20	14	16
Items related to operations by affiliates	31	20	13
Control and reporting	56	33	12
Transactions	39	29	28
Other aspects	55	16	5
Strategy	31	20	15

REMUNERATION AND COMPENSATION POLICY

REMUNERATIONS SYSTEM OF THE BOARD OF DIRECTORS

The Annual General Meeting of Stockholders⁴⁸ adopted Amended and Restated Regulations of Remunerations and Compensations due to the Board of Directors*. In compliance with the Regulations, remunerations comprise a lump sum quarterly payment for participation in the Board activities.

Quarterly remunerations due to each Board of Directors member is calculated, factoring in the total number of Board of Directors meetings and absentee voting for Board of Directors' decision-making conducted during the reported quarter and number of meetings and absentee voting in which a Board of Directors member participates. Basic annual remunerations (Rbase) are determined according to the revenues of the Company, calculated under RAS, for the last completed report year preceding the election of the Board of Directors. The following increments are added to the remunerations: 30% for the Board of Directors chairmanship, 20% for the Board of Directors Committee chairmanship, 10% for the Board of Directors Committee membership. If a Committee conducts no meetings or absentee voting during the reported period, no increments for the Board of Directors Committee Chairmanship and membership are paid.

The overall quarterly remunerations and increments due to each Board of Directors member do not exceed 1/4 of Rbase. Remunerations are not paid, if a Board of Directors member does not participate in more than 50% of the meetings or absentee voting conducted during the reported period. Remunerations are paid within 30 (Thirty) calendar days after the end of the reported quarter. Remunerations shall not be charged and paid to the Board of Directors Chair and members, subject to legal restrictions or prohibition of any allowances from businesses. Remunerations are paid from the income obtained from non-regulated services.

A Board of Directors member may obtain compensations for expenses related to the participation in Board of Directors meetings, Board of Directors Committee meetings, General Meetings of Stockholders in compliance with the Company's C-level trip reimbursement rates, valid as of the date of such meetings. The payment of compensations are made within 3 (Three) business days after presentation of documents supporting the costs incurred.

REMUNERATIONS SYSTEM OF THE EXECUTIVE BODIES

The KPI system for the executive bodies is disclosed in Section "Key Performance Indicators".

* Visit the official web-site of the Company to read the Regulations (Section Incorporating Documents and Bylaws (Main/About us/ Incorporating Documents and Bylaws))