

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))

REMUNERATIONS AND/OR COMPENSATIONS DUE TO EACH GOVERNING BODY

Total remunerations and/or compensations due to each governing body, RUB thousand

Type of remunerations	Board of Directors	Executive Body Officials (incl. Executive Board members)
Service remunerations	24,843	-
Salary	-	87,224
Variable component of remunerations (annual remunerations)	-	100,130
Total	24,843	187,354

Remuneration for the General Director is reflected in the summary table under the column "Executive Body Officials (including Executive Board members)"

Insurance contributions accrued on such payments amounted to RUB 46,892 thousand. In 2025, expenses were also reimbursed to the Board of Directors members (purchase of air tickets, hotel accommodation) in the amount of RUB 178 thousand.

SETTLEMENT OF COMPETING INTERESTS

The Regulations on the Board of Directors* states that a Board of Directors member is obliged to notify the Board of Directors and Corporate Secretary of any potential conflict of interest and the grounds for such conflicts, incl. interest in a Company's transaction, notify the Board of Directors and Corporate Secretary of any potential conflict of interest related to any agenda item prior to its review by the Board of Directors.

Besides, a Board of Directors member is obliged to:

- provide prior notification (incl. by completing and submitting a questionnaire, sent by the Company to a Board of Directors member) to the Corporate Secretary regarding the holding of positions in other legal entities, acceptance of an invitation to become a candidate to the Board of Directors (Supervisory Board) of another legal entity or any changes in permanent (primary) place of employment (service, entrepreneurial activity, etc.) as well as contact phone numbers and addresses to which correspondence may be sent
- within 2 (two) months after s/he has or should have come to know of circumstances by virtue of which s/he may be acknowledged as interested in Company's transactions, notify the Company of legal entities in which s/he, his/her spouse, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, are controlling entities or entitled to instruct; legal entities in which government bodies are occupied by s/he, his/her spouse, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled entities; implemented or future transactions, known to him/her, in which s/he may be acknowledged as an interested entity
- in the event of changes in information on legal entities in which s/he, his/her spouse, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, are controlling entities or entitled to instruct; legal entities in which government bodies are occupied by s/he, his/her spouse, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled entities, after the Company receives the notification, stipulated by clause 1, art. 82 of the Federal Joint-Stock Companies Law, notify the Company of these changes within 14 (fourteen) days after s/he has or should have come to know of the changes

The Company also strives to prevent and minimize any consequences

of possible conflicts of interest among its executives. The Company has a comprehensive system of dealing with conflicts of interest among executives that is aimed at preventing any potential conflicts of interest and minimizing their negative consequences to the interests of PAO Rosseti Ural.

The Regulations on the Executive Board* state that the Executive Board members are obliged:

- Within 2 (Two) months after an EB member has or should have come to know of circumstances by virtue of which s/he may be identified as interested in Company's transactions, the member shall notify the Company of:
 - a) legal entities in which s/he, his/her spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, are controlling entities or entitled to instruct
 - b) legal entities in which governing bodies are occupied by s/he, his/her spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms
 - c) implemented or future transactions, known to s/he, in which s/he may be identified as an interested entity
- In the case of changes in the information on legal entities in which s/he, his/her spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, are controlling entities or entitled to instruct as well as on legal entities in which governing bodies are occupied by s/he, his/her spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, after the receipt by the Company of the notice, stipulated in Clause 1 of Article 82 of the Federal Joint-Stock Companies' Law, to notify the Company on the change within 14 (Fourteen) days after s/he has or should have come to know of the changes
- Communicate information on his/her possible conflict of interest to the Company in a timely manner

In addition, simultaneous service of EB members on the management bodies or other paid positions in other companies shall be possible only if approved by the Board of Directors.

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