Appendix # 12
to the decision of the Board of Directors of Rosseti Centre, PJSC
Minutes dated 16.09.2026 # 30/26

APPROVED
by the decision of the Board of Directors of Rosseti Centre, PJSC
dated 16.09.2026 (Minutes dated 16.09.2026 # 30/26)

REGULATION
on the payment of remuneration and compensation to members of the Committees of the Board of Directors of Rosseti Centre, PJSC

Moscow
2026

1. General provisions

1.1.This Regulation on the payment of remuneration and compensation to members of the Committees of the Board of Directors of Rosseti Centre, PJSC (hereinafter referred to as the Regulation) is an internal document of Public Joint stock company «Rosseti Centre» (hereinafter referred to as the Company), determining the amount, term and procedure for the payment of remuneration and compensation to members of all Committees of the Board of Directors of Rosseti Centre, PJSC (hereinafter referred to as the Committee of the Board of Directors), to the Secretaries of the Committees of the Board of Directors.

1.2.This Regulation has been developed in accordance with Federal Law of 26.12.1995 No. 208-FZ "On Joint-Stock Companies", the Articles of Association of the Company and the internal documents of the Company.

1.3.The provisions of this Regulation shall not apply to members of the Committee of the Board of Directors who:

- are members of the Board of Directors of the Company;
- are persons in respect of whom the legislation of the Russian Federation provides for restrictions or prohibitions on receiving any payments from commercial organizations;
- are simultaneously the sole executive body of the Company or a member of the collegial executive body of the Company.

If the Chairman and/or a member of the Committee of the Board of Directors is also a member of the Board of Directors of the Company, the payment of remuneration to him shall be carried out in the manner and amount stipulated by the internal document of the Company regulating the payment of remuneration and compensation to members of the Board of Directors of the Company, approved by the General Meeting of Shareholders of the Company.

2. Amount and procedure for payment of remuneration and compensation

2.1. Payment of remuneration and compensation is made by the Company in monetary form.

Payment of remuneration and compensation is made on the basis of the budget(s) of the Committees of the Board of Directors approved by the Board of Directors of the Company.

2.2. Payment of remuneration.

2.2.1. For participation in each meeting of the Committee of the Board of Directors, a member of the Committee of the Board of Directors is paid remuneration in the amount equivalent to 2 (two) minimum monthly wage rates of a first-category worker (hereinafter referred to as MMTR)[1].

The amount of remuneration paid to the Chairman of the Committee of the Board of Directors (the Chairman) for each meeting of the Committee of the Board of Directors at which he performed the functions of the Chairman of the Committee of the Board of Directors) shall be increased by 50% (Fifty) percent of the amount specified in paragraph 2.2.1 of this Regulation.

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[1] From this point on: The size of the MMTR is determined by the industry tariff agreement in the electric power industry of the Russian Federation on the date of the meeting or on the closing date for accepting documents containing information on the expression of will of the members of the Committee, when conducting absentee voting.

The amount of remuneration paid to the Secretary of the Committee of the Board of Directors for each meeting of the Committee of the Board of Directors shall be an amount equivalent to 1 (one) MMTS.

2.2.2. For participation in absentee voting for adoption of decisions by the Committee of the Board of Directors (hereinafter referred to as absentee voting), a member of the Committee of the Board of Directors is paid a remuneration in the amount equivalent to 1 (one) MMTS.

The amount of remuneration paid to the Chairman of the Committee of the Board of Directors (the Chairman) for each absentee vote of the Committee of the Board of Directors, in which he performed the functions of the Chairman of the Committee of the Board of Directors, shall be increased by 50% (Fifty) percent of the amount specified in paragraph 2.2.2 of this Regulation.

The amount of remuneration paid to the Secretary of the Committee of the Board of Directors for each absentee vote of the Committee of the Board of Directors shall be an amount equivalent to 0.5 (zero point five) MMTS.

2.2.3. Payment of remuneration stipulated by paragraphs 2.2.1-2.2.2 of this Regulation shall be made by the Company monthly within 15 (Fifteen) business days from the end date of the month in which the meeting/absentee voting was held.

2.2.4. If the Regulation on the Committee of the Board of Directors provides for involvement of an Expert (experts), payment of remuneration to them shall be made in accordance with the agreement concluded with them.

2.2.5. A member of the Committee of the Board of Directors may refuse to receive the remuneration provided for by this Regulation in full or in part by sending a corresponding application to the General Director of the Company.

In the presence of a corresponding written application from a member of the Committee of the Board of Directors, payment of all types of remuneration shall be carried out only with the written consent of such member of the Committee of the Board of Directors.

2.2.6. If grounds for payment of remuneration arise, the Company is obligated to send the member of the Committee of the Board of Directors a notice indicating the amount of remuneration due. Such notice must be sent no later than the relevant payment deadline stipulated by this Regulation.

If there is written consent to receive remuneration from a member of the Committee of the Board of Directors, the corresponding remuneration shall be paid to him within the timeframes specified in paragraph 2.2.3 of this Regulation.

2.3. Payment of compensation.

2.3.1. The Chairman of the Committee of the Board of Directors/a member of the Committee of the Board of Directors shall be reimbursed for actual expenses incurred by them in connection with participation in the meeting of the Committee of the Board of Directors (travel, accommodation, payment of daily allowances) in the manner and amount stipulated by the internal document of the Company regulating the payment of remuneration and compensation to members of the Board of Directors of the Company, approved by the General Meeting of Shareholders of the Company.

2.3.2. Payment of compensation shall be made by the Company within 3 (Three) business days after submission of documents confirming the expenses incurred.

2.3.3. If the regulation on the Committee of the Board of Directors provides for the involvement of an Expert (experts), the actual expenses incurred by them in connection with participation in the meeting of the Committee of the Board of Directors shall be compensated and paid in accordance with the agreement concluded with them, and in the absence thereof, in the manner prescribed by paragraphs 2.3.1-2.3.2 of this Regulation.