

Appendix # 2
to the decision of the Board of Directors of Rosseti Centre, PJSC
Minutes # 21/26 dated 15.06.2026

Appendix # 1
to the decision of the Personnel and Remuneration Committee
of the Board of Directors of Rosseti Centre, PJSC
Minutes # 04/26 dated 11.06.2026

**Report of the Personnel and Remuneration Committee
of the Board of Directors of Rosseti Centre, PJSC
"On the work completed in the 2025-2026 corporate year"¹**

The Personnel and Remuneration Committee of the Board of Directors of the Company (hereinafter referred to as the Committee) was created by the decision of the Board of Directors of the Company on 30 April 2008 (Minutes # 09/08).

The activities of the Committee are regulated by the Regulation on the Personnel and Remuneration Committee of the Board of Directors of IDGC of Centre, PJSC, approved by the decision of the Board of Directors in a new edition on 31.07.2014 (Minutes # 17/14) (hereinafter referred to as the Regulation on the Committee).

The said Regulation on the Committee defines the tasks of the Committee, which can be found on the Company's website at: https://www.mrsk-1.ru/common/upload/docs/polowenie_kkiv_0108.pdf

The Committee's activities during the reporting period were carried out in accordance with the Committee's Work Plan for 2025-2026, approved by the Committee on 25.08.2025 (Minutes # 09/25).

**The personal composition of the Committee and
participation of the Committee's members in meetings/absentee voting**

During the 2025-2026 corporate year, the Personnel and Remuneration Committee of the Board of Directors of the Company operated in the following composition²:

#	Full name	Job title
1	Kharitonov Vladimir Vyacheslavovich Chairman of the Committee	Deputy Director General – Head of Staff of PJSC Rosseti
2	Dokuchaeva Maria Alexandrovna Deputy Chairman of the Committee	Director of External Communications of PJSC Rosseti
3	Zarkhin Vitaly Yuryevich	Independent member of the Board of Directors of Rosseti Centre, PJSC

The functions of the Secretary of the Committee in accordance with the Regulation on the Committee were carried out by Svetlana Vladimirovna Lapinskaya - Corporate Secretary, Head of the Corporate Events Office of the Corporate Governance Department of Rosseti Centre, PJSC.

The level of participation of the Committee's members in the Committee's meetings/absentee voting is shown in the table:

Full name	Number of the Committee's meetings/absentee voting total /	% participation
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¹The information is presented from the moment of election of the Committee's members until 30.04.2026.

² Elected by the decision of the Board of Directors on 24.07.2025 (Minutes # 25/25).

	number of meetings/absentee voting in which the Committee's member participated³	
Kharitonov Vladimir Vyacheslavovich Chairman of the Committee	9(0) /9(0)	100
Dokuchaeva Maria Alexandrovna	9(0) /9(0)	100
Pikin Sergey Sergeevich	9(0) /9(0)	100

Budget of the Committee and remuneration of the Committee's members for participation in meetings/absentee voting of the Committee

The types, amount and procedure for payment of remuneration and compensation to the members of the Committee are governed by the Regulation on the payment of remuneration and compensation to members of the Personnel and Remuneration Committee of the Board of Directors of the Company, approved by the Board of Directors of the Company on 31.08.2009 (Minutes # 13/09), as amended on 30.12.2015 (Minutes # 28/15), and the Regulation on the payment of remuneration and compensation to members of the Board of Directors of Rosseti Centre, PJSC, approved by the resolution of the annual meeting of the General Meeting of Shareholders of the Company on 11.06.2025 (Minutes # 01/25).

In accordance with Article 13 of the Regulation on the Committee, in order to ensure the activities of the Committee, the budget of the Committee for the 2025-2026 corporate year was agreed upon by the Committee on 11.09.2025 (Minutes # 11/25) and approved by the Board of Directors on 15.09.2025 (Minutes # 35/25), in the amount of⁴190,120 rubles.

The results of the Committee's budget execution in the 2025-2026 corporate year are reflected in the table:

Planning period	Budget, thousand rubles		
	Plan	Fact	Savings (-)/overspending (+)
2025-2026 corporate year	190,12 ⁵	244,44 ⁶	54,32

The overall budget overrun for the 2025-2026 corporate year is due to the Committee currently holding a larger number of absentee voting sessions.

The Committee's budget was spent solely on remuneration for the Committee's Chair and the Committee's Secretary for their participation in the Committee's meetings. There were no other budget expenditures of the Committee.

The main areas of work of the Committee

The Committee's Plan called for four Committee's meetings (including three meetings, one of which involved absentee voting sessions) with agendas covering eight items. In fact, nine Committee's meetings were held in the 2025-2026 corporate year, at which 12 items were considered (five scheduled and seven unscheduled). Two scheduled items are planned for consideration by the Committee in May-June 2026, and one item was no longer required to be considered.

The consideration of unscheduled issues was related to changes in the organizational structure of the executive office, with personnel changes in the Company (including the approval of new candidates for positions, election to positions).

³ The information is provided from the moment of election of the Committee's members until 30.04.2026. The information is in the format X (n)/Y (m), where X is the number of meetings/absentee voting in which the Committee's member participated, Y is the number of meetings/absentee votes in which the Committee's member could participate, n, m is the number of meetings.

⁴ To calculate remuneration for participation in meetings/absentee voting of the Committee, the minimum monthly tariff rate from 01.07.2025 - 13,580 rubles - was applied.

⁵ Taking into account meetings/absentee voting sessions scheduled to be held in May-June 2026.

⁶ Not including meetings/absentee voting sessions, which, according to the Work Plan, are planned to be held in May-June 2026.

Calendar of the Committee's meetings/absentee voting for the 2025-2026 corporate year:

Month of the event	July	August	September	October	November	December	January	February	March	April
Committee's meetings/absentee voting	-	3	3	-	1	-	-	-	-	2

As part of the assigned tasks, the Committee considered the following issues, including recommendations on some of them given to the Board of Directors:

Tasks of the Committee	The following issues/documents/programs were reviewed and recommendations were given:
Determination of criteria for selection of candidates for members of the Board of Directors, members of the collegial executive body and for the position of sole executive body of the Company, as well as a preliminary assessment of these candidates	<ul style="list-style-type: none"> evaluation of candidates for the Board of Directors of the Company (Minutes dated 30.04.2026 # 02/26); results of self-assessment of the work of the Board of Directors (including individual assessment) and the Committees of the Board of Directors of Rosseti Centre, PJSC for the 2025-2026 corporate year (Minutes dated 30.04.2026 # 02/26); election of members of the Management Board of the Company (Minutes dated 07.11.2025 # 13/25); candidates for individual positions of the executive office of the Company, determined by the Board of Directors of the Company (Minutes dated 18.08.2025 # 08/25, dated 11.09.2025 # 11/25, dated 24.09.2025 # 12/25).
Regular assessment of activities of the person/entity performing the functions of the sole executive body (managing organization, manager) and members of the collegial executive body of the Company and preparation of proposals for the board of directors on the possibility of their reappointment	<ul style="list-style-type: none"> a report on implementation of key performance indicators (KPIs) (Minutes dated 02.09.2025 # 10/25).
Development of principles and criteria for determining the amount of remuneration of members of the Board of Directors, members of the collegial executive body and the person/entity performing the functions of the sole executive body of the Company, including the managing organization or manager	<ul style="list-style-type: none"> key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC and their target values for 2025-2027 and the Procedure for calculating key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC (Minutes dated 11.08.2025 # 07/25).
Review of the organizational structure of the executive office of the Company/management office of a branch of the Company	<ul style="list-style-type: none"> creation of the Distribution Zone "Voronezh City Electric Networks" in the branch of Rosseti Centre, PJSC - Voronezhenergo (Minutes dated 29.04.2026 # 01/26).

In addition, the Committee, in accordance with its competence, approved the Regulation on the Corporate Secretary of Rosseti Centre, PJSC in a new edition, considered organizational issues: approved the Committee's plan and budget.

The decisions of the Personnel and Remuneration Committee are posted on the Company's website at: <https://www.mrsk-1.ru/about/management/controls/committee/cadre/decisions/2025/7>.

⁷ Starting from 2026, the Committee's decisions will not be published on the Company's website in accordance with the Regulation on the Information Policy of Rosseti Centre, PJSC, approved by the Board of Directors of the Company on 18.12.2025, Minutes # 45/25.

In February-March 2026, self-assessment of the work of the Board of Directors (including individual assessment) and the Committees of the Board of Directors of Rosseti Centre, PJSC for the 2025-2026 corporate year was carried out⁸.

The self-assessment of the work of the Personnel and Remuneration Committee of the Board of Directors of the Company was carried out by the Board of Directors and members of this Committee based on the results of the analysis of key components according to one and/or several criteria, including a set of questions assessed in points.

Based on the results of the survey of members of the Board of Directors of the Company, the final average score of the assessment of the Personnel and Remuneration Committee for the 2025-2026 corporate year was 4.30 points (out of 5), according to the results of the survey of the members of this Committee, the final average score of the assessment of the Personnel and Remuneration Committee amounted to 4.68 points (out of 5).

Name of the Committee	Average rating of the committee's work by members of the Board of Directors	Average rating of the committee's performance by the members of that committee
Personnel and Remuneration Committee	4.30	4.68

**Chairman of the Personnel and
Remuneration Committee**

V.V. Kharitonov

⁸ In accordance with the Methodology for assessing the work of the Board of Directors and committees of the Board of Directors of Rosseti Centre, PJSC RK BP 1/15-02/2022, approved by the Board of Directors of the Company on 13.01.2023 (Minutes # 01/23).