

MINUTES
of the meeting of the Personnel and Remuneration Committee
of the Board of Directors of Rosseti Centre, PJSC
(in the form of absent voting)

«02» September 2025

Moscow

No. 10/25

Form of the meeting: absent voting.**Total number of members of the Personnel and Remuneration Committee:** 3 persons.**Participants of the voting:** M.A. Dokuchaeva, S.S. Pikin, V.V. Kharitonov.**Members who did not provide questionnaires:** none.**The quorum is present.****Date of the minutes:** 02.09.2025.**AGENDA:**

1. On recommendations to the Board of Directors of the Company on the item «On approval of reports on the achievement of key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC for 2024».

Item 1. On recommendations to the Board of Directors of the Company on the item «On approval of reports on the achievement of key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC for 2024».

Decision:

To recommend that the Board of Directors of the Company take the following decision:

«1. In order to assess the achievement of the key performance indicators “Net profit before impairment and revenue from grid connection” and “Fulfillment of the schedule for commissioning of facilities”, as well as the functional key performance indicator “Staffing level” of the management of Rosseti Centre, PJSC for 2024, due to the presence of objective reasons, to take into account the adjustments to the corresponding indicators for normalization factors in accordance with the Appendix.

2. To approve the report on the achievement of key performance indicators (taking into account the bonus deduction indicators) of the management of Rosseti Centre, PJSC for 2024 in accordance with the Appendix.

3. To approve the report on the achievement of functional key performance indicators of the management of Rosseti Centre, PJSC for 2024 in accordance with the Appendix.

4. To approve the calculation of the amount of remuneration of the management of Rosseti Centre, PJSC for the fulfillment of the key performance indicators, based on not exceeding 100 percent of their fulfillment for calculating the remuneration (based on paragraph 1.9 of the Procedure for calculating key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC, approved by the decision of the Board of Directors of Rosseti Centre, PJSC dated 26.12.2023 (Minutes dated 26.12.2023 # 57/23, as amended by the decision of the Board of Directors of Rosseti Centre, PJSC dated 03.12.2024 (Minutes dated 04.12.2024 # 54/24)), the bonus deduction indicators and the functional key performance indicators for 2024 in accordance with the Appendix.

5. The annual bonus payment to the management of Rosseti Centre, PJSC for 2024 shall be carried out in accordance with the approved reports in accordance with paragraphs 2 and 3 of this decision and the approved calculation of the amount of remuneration of the management of Rosseti Centre,

PJSC in accordance with paragraph 4 of this decision within the amount of the annual maximum possible total personal remuneration of officials of the management of Rosseti Centre, PJSC established by employment contracts, and in accordance with Agreement on the transfer of powers of the sole executive body of Rosseti Centre and Volga region, PJSC to Rosseti Centre, PJSC dated 07.10.2020 № 7700/00224/20.

6. As part of the implementation of the decision of the Board of Directors of Rosseti Centre, PJSC dated 26.12.2023 (paragraph 8 of item 1 of Minutes dated 26.12.2023 # 57/23), to take into account the Auditor's report regarding the reliability of the calculations of the actually achieved values of the key performance indicators and the functional key performance indicators, as well as the validity of the amount of remuneration for the management of Rosseti Centre, PJSC for 2024 in accordance with the Appendix».

Voting results:

Maria Alexandrovna Dokuchaeva - «FOR»

Sergey Sergeevich Pikin - «FOR»

Vladimir Vyacheslavovich Kharitonov - «FOR»

Total:

«FOR»	- «3»
-------	-------

«AGAINST»	- «0»
-----------	-------

«ABSTAINED»	- «0»
-------------	-------

Decision is taken.

**Chairperson of the Personnel and
Remuneration Committee**

V.V. Kharitonov

**Secretary of the Personnel and
Remuneration Committee**

S.V. Lapinskaya