

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)

«11» August 2025

Moscow

No. 07/25

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:** 11.08.2025.**AGENDA:**

1. On recommendations to the Board of Directors of the Company on the item «On approval of key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC for 2025-2027».

Item 1. On recommendations to the Board of Directors of the Company on the item «On approval of key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC for 2025-2027».

Decision:

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

«1. To approve the key performance indicators and bonus deprivation indicators of Rosseti Centre, PJSC, their target and threshold values for 2025, 2026 and 2027 in accordance with Appendix # 1.

2. To approve the functional key performance indicators of Rosseti Centre, PJSC, their target values for 2025, 2026 and 2027 in accordance with Appendix # 2.

3. To approve the Procedure for calculating the key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC in accordance with Appendix # 3, extending its effect starting from 01.01.2025.

4. To approve the intermediate target values of the key performance indicators and functional key performance indicators, intermediate threshold values of bonus deprivation indicators of Rosseti Centre, PJSC for 2025 on a cumulative basis in accordance with Appendix # 4.

5. To approve the minimum and maximum values of the key performance indicators and functional key performance indicators of Rosseti Centre, PJSC for 2025, which are taken into account when considering issues of paying remuneration to the management staff of Rosseti Centre, PJSC, in accordance with Appendix # 5.

6. The management of Rosseti Centre, PJSC shall ensure monitoring of the achievement of the annual target values of the key performance indicators and functional key performance indicators, threshold values of bonus deprivation indicators, taking into account the provisions and deadlines approved by the Procedure for calculating the key performance indicators and functional key performance indicators of the management staff of Rosseti Centre, PJSC.

7. To declare invalid the Procedure for calculating the 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), from

01.01.2025¹».

Voting results:

Maria Alexandrovna Dokuchaeva - «FOR»

Sergey Sergeevich Pikin - «FOR»

Vladimir Vyacheslavovich Kharitonov - «FOR»

Total:

«FOR»	- «3»
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«AGAINST»	- «0»
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«ABSTAINED»	- «0»
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Decision is taken.

**Chairperson of the Personnel and
Remuneration Committee**

V.V. Kharitonov

**Secretary of the Personnel and
Remuneration Committee**

S.V. Lapinskaya

¹ For the purposes of calculating the actual values of the key performance indicators and functional key performance indicators of Rosseti Centre, PJSC and applying them within the framework of remuneration of the management staff of Rosseti Centre, PJSC based on the results of 2024, the Procedure for calculating the 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), shall be applied.