Public Joint Stock Company ROSSETI South

MINUTES OF MEETING
of the Board of Directors of ROSSETI South PJSC

Rostov-on-Don No. 642/2025

Date of the meeting: 30.09.2025
Form of the meeting: absentee voting.
End date for accepting documents containing information on the expression of will of the members of the Board of Directors (input forms): 30.09.2025
Date of the minutes: 30.09.2025

In total, the Board of Directors of the Company includes 11 people.
The members of the Board who took part in the voting (voting forms were received): Krainsky D.V., Aleshin A.G., Dokuchaeva M.A., Kazakov A.I., Klinkov O.Yu., Kravchenko K.Yu., Zarkhin V.Yu., Nikitchanova E.V., Tikhonova M.G., Rybin A.A., Ebzeev B.B.
The Board members who missed the voting: none.
A quorum is present.

Agenda of absentee voting:

1. On approving candidates for certain positions of the Company Executive Body, as assigned by the Company Board.
2. On approval of reports on achievement of key performance indicators and functional key performance indicators of the management personnel of PJSC ROSSETI South for 2024.
3. On determining the attitude of PJSC Rosseti South (representatives of PJSC Rosseti South) on the issue submitted for consideration by the Board of Directors of JSC Energetik Recreation Center "On the approval of reports on the performance of key performance indicators (KPIs) and functional key performance indicators (FKPIs) of the General Director of JSC "Energetik Recreation Center" for 2024".

Voting results and resolutions taken on the agenda items:

Item:
1. On approving candidates for certain positions of the Company Executive Body, as assigned by the Company Board.
Resolution:
Approve the candidacy of Sergey Sergeyevich Zavorin for the position of Deputy Director General for Economics and Finance at PJSC Rosseti South.

Voting results:

Krainsky D.V.	-	FOR	Klinkov O.Yu.	-	FOR
Dokuchaeva M.A.	-	FOR	Kravchenko K.Yu.	-	FOR
Aleshin A.G.	-	FOR	Nikitchanova E.V.	-	FOR
Kazakov A.I.	-	FOR	Tikhonova M.G.	-	FOR
Rybin A.A.	-	FOR	Ebzeev B.B.	-	FOR
Zarkhin V.Yu.	-	FOR			

The resolution was adopted.

Item:

2. On approval of reports on achievement of key performance indicators and functional key performance indicators of the management personnel of PJSC ROSSETI South for 2024.

Resolution:

1. In order to assess the achievement of key performance indicators “Level of electricity losses” and “Compliance with the schedule for commissioning facilities” by the management of PJSC Rosseti South for 2024, due to the existence of objective reasons, take into account adjustments to the relevant indicators for normalization factors in accordance with Appendix 1.

2. Approve the report on the achievement of key performance indicators (taking into account bonus indicators) by the management of PJSC Rosseti South for 2024, as per Appendix No. 2.

3. Approve the report on the achievement of functional key performance indicators by the management of PJSC Rosseti South for 2024, as per Appendix No. 3.

4. Approve the calculation of the remuneration of the management of PJSC Rosseti South for the achievement of key performance indicators, based on not exceeding 100% of their fulfillment for the calculation of remuneration (based on clause 1.10 of the “Procedure for calculating key performance indicators and functional key performance indicators for the management of PJSC Rosseti South,” which was approved by the resolution of the Board of Directors of PJSC Rosseti South dated December 29, 2023 (Minutes No. 557/2023 dated December 29, 2023), as amended by the resolution of the Board of Directors of PJSC Rosseti South dated December 23, 2024 (Minutes No. 598/2024 dated December 23, 2024)), depreciation indicators and functional key performance indicators for 2024, as per Appendix No. 4.

5. The annual bonus for the management of PJSC Rosseti South for 2024 shall be paid in accordance with the approved reports in accordance with clauses 2, 3 hereof and the approved calculation of the amount of remuneration for the management of PJSC Rosseti South in accordance with clause 4 hereof, within the limits of the maximum possible total personal remuneration for officials of the management of PJSC Rosseti South, as established by employment contracts.

6. As part of the implementation of clause 8 of the decision of the Board of Directors of PJSC Rosseti South dated December 29, 2023 (Minutes No. 557/2023 dated December 29, 2023) on clause 1 “On the approval of key performance indicators and functional key performance indicators for the management of PJSC Rosseti South,” take note of the audit opinion on the reliability of the calculations of the actual values of key performance indicators, functional key performance indicators, as well as the validity of the amount of remuneration of the management of PJSC Rosseti South for 2024 in accordance with Appendix No. 5.

Voting results:

Krainsky D.V.	-	FOR	Klinkov O.Yu.	-	FOR
Dokuchaeva M.A.	-	FOR	Kravchenko K.Yu.	-	FOR
Aleshin A.G.	-	FOR	Nikitchanova E.V.	-	FOR
Kazakov A.I.	-	FOR	Tikhonova M.G.	-	FOR
Rybin A.A.	-	FOR	Ebzeev B.B.	-	FOR
Zarkhin V.Yu.	-	ABSTAIN			

The resolution was adopted.

Item:

3. On determining the attitude of PJSC Rosseti South (representatives of PJSC Rosseti South) on the issue submitted for consideration by the Board of Directors of JSC Energetik Recreation Center "On the approval of reports on the performance of key performance indicators (KPIs) and functional key performance indicators (FKPIs) of the General Director of JSC “Energetik Recreation Center" for 2024".

Resolution:

Instruct representatives of PJSC Rosseti South on the Board of Directors of JSC Energetik Recreation Center on the issue submitted for consideration by the Board of Directors of JSC Energetik Recreation Center “On the approval of the report on the implementation of key performance indicators (KPIs) and functional key performance indicators (FKPI) of the General Director of JSC Energetik Recreation Center for 2024“ that they should vote ”FOR" the adoption of the following decision:

"1. Approve the report on the achievement of key performance indicators by the General Director of JSC Energetik Recreation Center for 2024, as per Appendix No.1.

2. Approve the report on the achievement of functional key performance indicators by the General Director of JSC Energetik Recreation Center for 2024, as per Appendix No.2.

3. Annual bonus award of Director General of JSC Energetic Recreation Center for 2024 shall be carried out according to approved reports in accordance with clauses 1 and 2 hereof within the amount of annual maximum possible total personal remuneration of Director General of JSC Energetic Recreation Center, as established by the employment contract".

Voting results:

Krainsky D.V.	-	FOR	Klinkov O.Yu.	-	FOR
Dokuchaeva M.A.	-	FOR	Kravchenko K.Yu.	-	FOR
Aleshin A.G.	-	FOR	Nikitchanova E.V.	-	FOR
Kazakov A.I.	-	FOR	Tikhonova M.G.	-	FOR
Rybin A.A.	-	FOR	Ebzeev B.B.	-	FOR
Zarkhin V.Yu.	-	ABSTAIN			

The resolution was adopted.

Chairman of the Board of Directors D.V. Krainsky

Corporate Secretary L.N. Kuznetsova