



Initial disclosure on possible conflicts of interest helps check information, declared by a candidate applying for a position, and prepare a post-check report, thus preventing occurrence of new, previously unrecorded, pre-conflict situations. During the reported period the Company examined and checked 3,647 job seekers whether they have pre-conflict of interest or not at hiring or position change. 3 pre-conflict situations related to direct reporting line among employees with kin relations were exposed. The Company conducted annual conflict-of-interest declaration campaign for employees of PAO Rosseti Ural and its affiliates (AO EESK) in full, using electronic declaration system "Automated system for analysis and collection of information on beneficiaries". 7,384 employees filed declarations, with 3 pre-conflict situations exposed after the 2023 declaration campaign. Results of the 2023 declaration campaign were examined and settled by the Company's panel, liable for compliance with corporate ethics norms and settlement of competing interests.

The Company has the following channels for whistleblowers:

- Hotline (+7 343 293 21 83) works 365/7/24 in automatic mode, with an option of recording voice messages
- Feedback form, disclosed on the corporate web-site, works in automatic mode, with an option of sending text messages and evidence, anonymity guaranteed

We also placed detailed information about all available channels for corruption whistleblowing on information stands in HQ, executive offices in branches, affiliates and customer service centers. In 2024, our hotline received 17 messages (8 anonymous), although only 4 messages contained information on potential corruption behavior. Each message was checked, with no facts from the messages confirmed.

Experts from the relevant unit of the Company conduct examinations of bids received from procurement participants in terms of full disclosures, integrity, affiliation, competing interests, pre-conflict situations and other abuses related to occupied positions. During the reported period, 2,724 procurements were examined, with 5,604 procurement participants scrutinized. 182 negative opinions were prepared after examinations. Upon resolutions of the security department 27 procurements worth RUB 435.08 million were cancelled due to non-compliance of all tender participants with the

tender documentation requirements and anti-corruption standard on procurements.

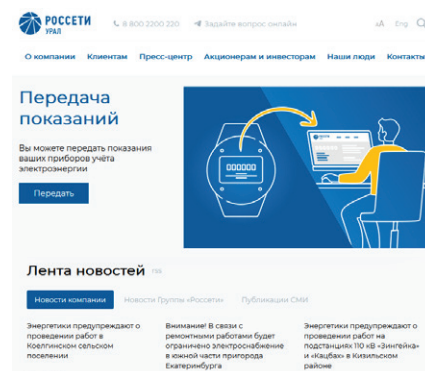
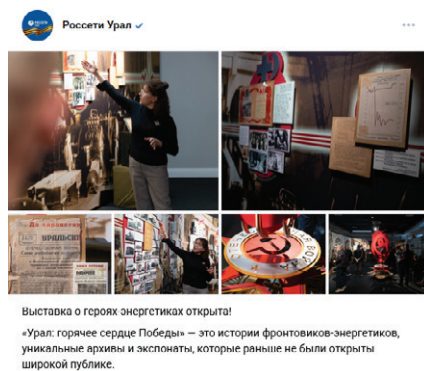
PAO Rosseti Ural participates in group initiatives related to corruption prevention, in particular, in 2015, the Company acceded to the Anti-corruption Charter of the Russian Business. Accedence to the Charter and gradual implementation of its statements are confirmation of Company's voluntary liability to improve anti-corruption measures, stipulated by international legal standards and Russian laws on corruption prevention and fight against corruption.

DISCLOSURES

In 2024, the Company continued to conduct a targeted and goal-oriented information policy under Rosseti's Single Communication Policy. Promotion and development of the Company's business reputation is the key component of the strategic management. The Company's information policy rests on the principles of efficient response, trustworthiness, fullness, accessibility, timeliness and thoroughness. Important aspects of Company's management performance are traditionally initiation and maintenance of efficient communications with investment, business, professional, expert and scientific communities; state or municipal authorities, public organizations, veteran and youth movements as well as Company's employees. The primary PR direction focuses on the collaboration with mass media to shape the Company's positive business reputation, to enhance the Company's informational influence, to promote its interests in the external environment.

In 2024, mass media published over 19.2 thousand articles on the Company and its operations (+3.5%YoY). Positive and neutral mentions totals 99.42% (negative mentions reduced by 10%), with average citing index totaling 37.

The Company regularly discloses information as an issuer and a player of wholesale and retail electricity market as well as in compliance with other mandatory legal requirements. Information is disclosed at Section "Information Disclosure" (<https://rosseti-ural.ru/disclosure/monopoly/>) and official web-sites stipulated by the law (Gosuslugi web portal, website of the Ministry of Energy, etc.).



It is worth noting that in 2024 the Company continued to promote its Telegram channel (https://t.me/rosseti_ural). At present, the channel's audience exceeded 8.2 thousand users (+2.0 thousand users YoY). We released 749 posts during the year, with subscriber engagement reaching 77%. Under the Single Communication Policy PAO Rosseti Ural also has an active presence in the social networks, in which it interacts with various segments of the target audience. The annual growth of the subscriber base in 2024 totaled approx. 10%. Vkontakte is the

most popular platform, with the number of the Company's subscribers exceeding 22.7 thousand. The average outreach of releases without additional promotion is 55,000 people, outreach on key releases with paid promotion amounting to 1,000,000 people.

The Company continues to form communication environment, benevolent for business development, with the help of various tools and channels to increase its information influence and to promote its interests in external environment.

DEVELOPMENT OF TERRITORIES

PAO Rosseti Ural operates in the Sverdlovsk, Chelyabinsk and Perm regions. The Company facilitates regional development as a large taxpayer, employer and entity of procurement activities or by creating and improving energy infrastructure of the regions.

Technological connection in 2024:

- Advancement of education and healthcare: electricity supply of a school (Perm region), electricity supply of a pre-school daycare institution (Chelyabinsk region), electricity supply of a health clinic (Perm region).
- Development of regional economies: electricity supply of ZAO KZPV (Sverdlovsk region)

Visit Section "Operating Results" for more information.

Large investment projects completed in 2024:

- Perm region: Reconstruction of PS 110/6 kV Severnaya substation (RUB 394 mln),
- Sverdlovsk region: Reconstruction of PS 110/35/6 kV Pyshma substation (RUB 1,228 mln), construction of PS 110 kV Chekmash substation and branch power line to PS 110 kV Chekmash substation from VL 110 kV Arti-Manchazh power line and branch power line to PS Siminchi (RUB 498 mln), reconstruction of PS 110 kV Sverdlovskaya substation (RUB 939 mln)

- Chelyabinsk region: Reconstruction of PS 110 kV Kremenkul substation (RUB 705 mln)

Visit Section "Investments" for more information.

Innovations in 2024:

- Expenses on innovations: RUB 1,141.69 mln
- R&D: RUB 58.72 mln

Visit Section "Innovations" for more information.

Personnel Training and Development in 2024:

- Employees trained: 11,901
- Personnel training expenses: RUB 124,836.78 thousand.

Visit Section "Personnel Management" for more information.

Procurements in 2024:

- Procurements total: 3,265.
- Procurement volume: RUB 54,203,548.159 thousand, incl. VAT

Visit Section "Procurements" for more information.

