



### Olga Vyacheslavovna Ocheredko

Deputy General Director for Economics and Finance, Executive Board member

Executive Board member since: 2023

Year of birth: 1972.

Educational background: Kuban State University (Economic and Social Planning, 1994)

Employment for the past 5 years and service on governing and oversight bodies of other organizations:

Period from	to	Company	Position
2008	2022	PAO Rosseti Kuban	Head of Financial Section, Deputy Head of Financial Directorate, Head of Finance and Treasury Department, Deputy General Director for Economics and Finance
2023	Present day	AO EESK	Board of Directors member
2023	2024	AO EES	Board of Directors member

Interest in the charter capital/Common stock owned (as of 31.12.2024): none.

Security transaction statements filed with the Company in 2024: none.

Borrowings from the Company: none.

Interest in the charter capital of other companies: none

Information on the conflict of interest (incl. service on the governing bodies of other Company's firms): none

The Executive Board examines items during its meetings in a scheduled manner, factoring in resolutions of the General Meeting of Stockholders and Board of Directors as well as items proposed by the General Director and Executive Board members. The Board focused on specification of current plans and decisions to secure target achievement. The Executive Board also worked strenuously on materials and items to be approved by the Board of Directors, going deep into the issues to ensure high quality of the decisions.

Year	Executive Board meetings conducted			Agenda items examined
	Total	In-absentia	In-presentia	
2024	27	23	4	132
2023	38	31	7	232
2022	39	37	2	287

During the reported period the Executive Board conducted

**27 meetings**

23 in-absentia meetings, 4 in-presentia meetings

**Agenda items examined: 132**

Topics	2022	2023	2024
Internal control and audit, risk management	12	20	14
Items related to operations by affiliates	52	31	20
Control and reporting	96	56	33
Transactions	16	39	29
Other aspects	72	55	16
Strategy	39	31	20

### The most important agenda items reviewed by the Executive Board during the reported period

Topics	Agenda items examined in 2024
Internal control and audit, risk management	Adoption of 2024 and 2025 risk register, 2024 risk management activities, revised Internal Audit Department action plan for 2024.
Strategy	Approval of the roadmap on the implementation of the single QoS standards, FY2025 business plan, incl. investment program, and 2026-2029 forecast.
Control and reporting	Examination of progress reports with regard to the implementation of digital transformation programs, smart metering, business plan completion reports, covering investment program

## REMUNERATION AND COMPENSATION POLICY

### BOARD OF DIRECTORS

The Annual General Meeting of Stockholders, conducted on 23.05.2019, adopted Amended and Restated Regulations of Remunerations and Compensations due to the Board of Directors\*. In compliance with the Regulations, remunerations comprise a lump sum quarterly payment for participation in the Board activities.

Quarterly service remunerations due to each Board of Directors member are calculated, factoring in the total number of Board of Directors meetings conducted during the reported quarter and number of meetings attended by a Board of Directors member. Basic annual remunerations (Rbase) are determined according to the revenues of the Company, calculated under RAS, for the last completed report year preceding election of the Board of Directors. The following increments are added to the remunerations: 30% for the Board Chair, 20% for the Chair of a Board Committee, 10% for a membership in a Board Committee. If a Committee conducts no meetings during the reported quarter, no increments for the Board of Directors Committee Chairmanship and membership are paid. The overall quarterly remunerations and increments due to each Board of Directors member do not exceed 1/4 of Rbase. Remunerations are not paid, if a Board of Directors member fails to attend more than 50% of the meetings conducted during the reported quarter. Remunerations are paid within 30 (Thirty) calendar days after the end of the reported quarter. Remunerations are charged and paid to the Board of Directors Chairman and members, subject to legal restrictions or prohibition of any allowances from businesses. Remunerations are paid from the income obtained from non-regulated services.

\* Visit the official web-site of the Company to read the Regulations (Section Incorporating Documents and Bylaws (Main/About us/ Incorporating Documents and Bylaws)

A Board of Directors member obtains compensations for expenses related to the participation in Board of Directors meetings, Board of Directors Committee meetings, General Meetings of Stockholders in compliance with the Company's C-level trip reimbursement rates, valid as of the date of such meetings. The payment of compensations is made within 3 (Three) business days after presentation of documents supporting the costs incurred.

## EXECUTIVE BODIES

The KPI system for the executive bodies is disclosed in Section "Key Performance Indicators".

### Total remunerations and/or compensations due to each governing body, RUB thousand

Type of remunerations	Board of Directors	Executive Board
Service remunerations	23,219	0
Salary	0	135,000
TOTAL	23,219	135,000

Members of the Board of Directors has also received a RUB 121 thousand reimbursement for expenses (air tickets) in 2024.

## SETTLEMENT OF COMPETING INTERESTS

The Regulations on the Board of Directors states that once a director encountered a potential conflict of interest, incl. interest in a Company's transaction, such director shall be obliged to inform the Board of Directors on that immediately and always put interests of the Company before personal interests. The announcement shall always be made prior to the discussion of the item with a director's conflict of interest. Besides, within two months after they have or should have come to know of circumstances by virtue of which they may be acknowledged as interested in Company's transactions, Board members shall notify the Company of:

- legal entities in which they, their spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, are controlling entities or entitled to instruct;
- legal entities in which governing bodies are occupied by them, their spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled entities;
- implemented or future transactions, known to them, in which they may be acknowledged as interested entities.

Should this information change, the Board members shall notify the Company of the changes within 14 days since they have or should have come to know of the changes.

The Company also strives to prevent and minimize any consequences of possible conflicts of interest among its executives. The Company has a comprehensive system of dealing with conflicts of interest among executives that is aimed at preventing any potential conflicts of interest and minimizing their negative consequences to the interests of PAO Rosseti Ural.

### The Regulations on the Executive Board state that the Executive Board members shall:

- Within 2 (Two) months after they have or should have come to know of circumstances by virtue of which they may be identified as interested in Company's transactions, the members shall notify the Company of:
  - a) legal entities in which they, their spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms, are controlling entities or entitled to instruct;
  - b) legal entities in which governing bodies are occupied by them, their spouses, parents, children, siblings and half-siblings, adoptive parents and adoptees and (or) their controlled firms;
  - c) implemented or future transactions, known to them, in which they may be identified as interested entities.
- Should this information, already filed with the Company, change, the members shall notify the Company of the changes within 14 (Fourteen) days after they have or should have come to know of the changes.

In addition, simultaneous service of EB members on the management bodies or other paid positions in other companies shall be possible only if approved by the Board of Directors.

\* Visit the official web-site of the Company to read the Regulations (Section Incorporating Documents and Bylaws (Main/About us/ Incorporating Documents and Bylaws))