

Performance results of the Committee in the reporting year	<p>There were eight meetings of the Committee in 2022 (two – in person and the rest – by absentee voting) and 17 issues were considered, among other things:</p> <ul style="list-style-type: none">• Recommendations to the Board of Directors on the consideration of the report of the Committee for Grid Connection on the work done for the 2021/2022 corporate year, on the approval of the roadmap for the development of additional (non-tariff) services with due regard to the Digital Transformation 2030 concept• Oversight of the Company's actions concerning the connection of consumers to the Company's grids• Review of the following management reports:<ul style="list-style-type: none">– On the Company's participation in the development of the roadmap for the development of the electric power sector in the Krasnodar Territory and the Republic of Adygeya– On the Company's current activities in connection of consumers to the power grid– On the preparation of comprehensive development programmes for electric grids with a voltage of 35 kV or above in the Krasnodar Territory and the Republic of Adygeya– On the progress on the roadmap for the development of additional (non-tariff) services– On the decommissioning of electricity generation facilities <p>The share of the grid connection issues pre-considered by the Committee, with the preparation of recommendations to the Board of Directors, to the total number of issues considered by the Committee: in 2021 — 25%, in 2022 — 23.5%. Average participation of the Committee members in its meetings: in 2021 — 95.0%, in 2022 — 100%</p>
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EXECUTIVE BODIES

The General Director, who is the sole executive body, and the Management Board (the collective executive body) are in charge of executive management of Rosseti Kuban, PJSC.

The General Director and the Management Board are accountable to the General Meeting of Shareholders and the Board of Directors.

Following the Articles of Association of the Company, the General Director is elected by the Board of Directors and chairs the Management Board. All the Management Board members are also elected by the Board of Directors, as suggested by the General Director, in the number to be determined by a decision of the Board of Directors.

Each member of the Management Board, including its chairperson, shall have the experience, knowledge and qualifications necessary for the proper discharge of the duties entrusted to him/her. The General Director and the members of the Management Board act in good faith and the best interests of the Company and all of its shareholders. To prevent any conflicts of interests and the related adverse impacts for the Company, the members of the Management Board shall disclose to the Company all and any information about their business activities outside the interests of the Company.



GENERAL DIRECTOR

Following the Articles of Association of Rosseti Kuban, the General Director is change of the executive management of the Company according to decisions of the General Meeting of Shareholders, the Board of Directors and the Management Board.

All of the aspects of current operations management in the Company, except for matters reserved for the General Meeting of Shareholders, the Board of Directors, and the Management Board, fall within the remit of the General Director.

The General Director shall act on behalf of the Company without a power of attorney, subject to the restrictions stipulated by the legislation of the Russian Federation, the Article of Association and decisions of the Board of Directors of Rosseti Kuban, PJSC.

Relations of the General Director with the Board of Directors:

- The Board of Directors approves the Procedure for Calculating and Evaluating KPIs of the General Director, their target values and reports on their performance
- The General Director regularly submits to the Board of Directors reports on the Company's performance results, including reports on implementation of the duties and resolutions of the General Meeting of Shareholders and the Board of Directors by the General Director

The functions of the sole executive body (General Director) of the Company in the reporting year were performed by Boris Ebzeev (Acting General Director, part-time)¹.

¹ For more details on Boris Ebzeev, please see the current Board of Directors and Management Board section.

MANAGEMENT BOARD

The Management Board is responsible for the implementation of the Company’s goals, strategy and policy and manages the day-to-day operations within its remit.

The key objectives of the Management Board:	Relations of the Board of Directors and Management Board of the Company:
<ul style="list-style-type: none">Upholding the rights and legitimate interests of the Company's shareholdersPreparing suggestions on the Development Strategy of the CompanyImplementing the financial and economic policy of the Company, drawing up decisions on the major issues related to its current economic operations and coordinating the operation of its departmentsIncreasing the efficiency of the internal control and risk monitoring systemsEnsuring a high level of income from the Company’s assets and the maximum profit from the Company’s operations	<ul style="list-style-type: none">The Board of Directors elects the members of the Management Board, establishes the remuneration and compensation paid to them, monitors the compliance of the Management Board's activities with the Company's approved strategy, and hears the Management Board's progress reports on the Company's approved strategyThe Management Board develops and submits prospective plans for the implementation of the Company's core activities, business plan, annual report, follow-up report on how the Management Board fulfils the resolutions of the General Meeting of Shareholders and the Board of Directors

The Company’s Management Board acts in compliance with the Articles of Association and the Regulation on the Management Board¹ as approved by the resolution of the General Meeting of the Shareholders.

Composition of the Management Board

During the reporting year, the composition of the Company’s Management Board underwent the following changes due to personnel movements:

- Powers of A. Mishanin, a member of the Management Board, were terminated
- V. Mikhailov was elected to the Management Board

THE MEMBERS OF THE MANAGEMENT BOARD WHO WERE ACTING AT THE END OF THE REPORTING YEAR²

BORIS EBZEEV

Chairman of the Management Board

Year of birth	1975
Education	Higher. Graduated from Lomonosov Moscow State University, with a degree in jurisprudence, lawyer. Holds a candidate degree in legal sciences
Work experience for the last five years	
Since 2014	Chairman of the Management Board, General Director of Rosseti South, PJSC (primary place of employment)
2014–2019	Member of the Board of Directors of Donenergo, JSC
Since 2015	Member of the Board of Directors of Rosseti South, PJSC
Since 2018	Chairman of the Board of Directors for VMES, JSC
Since 2021	Acting General Director (part-time), member of the Board of Directors of Rosseti Kuban, PJSC
Date of entry of the Chairman of the Company's Management Board into office	18 May 2021

EDGAR ARMAGANYAN

Year of birth	1984
Education	Higher. Graduated from: <ul style="list-style-type: none">Kuban State Agrarian University with a degree in electrification and automation, engineerMoscow Institute of Entrepreneurship and Law, with a degree in organisation management, manager Completed a professional retraining course in occupations: <ul style="list-style-type: none">Jurisprudence: Civil-Law Relations with the right to conduct professional activities in the field of Jurisprudence: Civil-Law Relations – in Kuban State UniversityManagement with the right to carry out professional activities in the field of corporate financial management at Bauman Moscow State Technical University,Nuclear, thermal and renewable energy and related technologies with professional qualification of Researcher. Research Teacher in the Kuban State Agrarian University n.a. I. Trubilin
Work experience for the last five years	
Since 2009	First Deputy General Director — Director of Sochi Power Grids Branch of Rosseti Kuban, PJSC (primary place of employment)
2015–2017	Member of the Reliability Committee of the Board of Directors of Kubanenergo, PJSC
Since 2016	Chairman of the Board of Directors for Energoservice Kuban, JSC
Date of election to the Management Board	28 August 2014

YULIA GALINOVA

Year of birth	1978
Education	Higher. Graduated from the International Institute of Economics and Law with a degree in jurisprudence, lawyer. Completed professional retraining at the Kubanenergo Energy Institute of Professional Development under the programme Leadership of Management in the Rosseti Group of Companies in the Health and Safety Management System based on ISO 45001:2018
Work experience for the last five years	
2014–2021	Deputy Head of the Legal Department of Rosseti Kuban, PJSC
Since 2021	Deputy General Director for Corporate Governance of Rosseti Kuban, PJSC (primary place of employment)
Date of election to the Management Board	30 September 2021

¹ The Regulation on the Management Board of Rosseti Kuban, PJSC is published on the Company’s website in the About the Company / Constituent and Internal Documents section.

² The background of the members of the Board only includes their most recent positions in each place of employment. All of the positions held by the Management Board members (in chronological order) can be found in quarterly reports of the Equity Issuer published online on the Company’s website in the For Shareholders and Investors / Information Disclosure / Quarterly Reports of the Equity Issuer section.

JULIANNA JABRAILOVA

Year of birth	1981
Education	Higher. Graduated from: <ul style="list-style-type: none">Kuban Institute of International Business and Management, degree in finance and credit, economistKuban State Agrarian University, with Bachelor's degree in agro-engineering Completed a professional retraining course in occupations: <ul style="list-style-type: none">Enterprise Management with the right to carry out professional activities in the field of corporate financial management at Bauman Moscow State Technical University)Top Manager with professional qualifications in Master of Business Administration (MBA) at the Russian Presidential Academy of National Economy and Public Administration
Work experience for the last five years	
Since 2014	Deputy General Director – Head of the Office of Rosseti South, PJSC (primary place of employment)
Since 2016	Member of the Management Board of Rosseti South, PJSC Chairman of the Board of Directors of Energetik Recreation Facility, JSC
Since 2017	Director of Kubanenergo – a branch of Rosseti South, PJSC (part-time)
Since 2018	Member of the Supervisory Board – All-Russian Branch Association of Employers of the Electric Power Industry "Energy Employment Organisation Association of Russia"
Since 2021	Member of the Management Board, Deputy General Director – Head of the Office (part-time) of Rosseti Kuban, PJSC
Date of election to the Management Board	30 June 2021

KIRILL IORDANIDI

Year of birth	1985
Education	Higher. Graduated from: <ul style="list-style-type: none">University of Indianapolis (Indiana, USA), with a degree in economics and financeInternational College (Intercollege, Republic of Cyprus), with a degree in managementSouth Russian State University of Economics and Service, with Master's degree in Management Completed professional retraining under the MBA programme "Management and regulation of economic activities in the international electric power industry" with professional qualifications in "Master of Business Administration" at the Moscow State Institute of International Relations (University) of the Ministry of Foreign Affairs of Russia
Work experience for the last five years	
2016–2021	Head of the Economics Department of Rosseti South, PJSC
Since 2021	Deputy General Director for Economics and Finance (primary place of employment), member of the Management Board, member of the Strategy Committee and the Reliability Committee of the Board of Directors of Rosseti South, PJSC
Since 2017	Member of the Board of Directors, Deputy Chairman of the Board of Directors of Energetik Recreation Facility, JSC
2017–2021	Member of the Board of Directors, Chairman of the Board of Directors of Sokolovskoye Agricultural Enterprise, JSC
2018–2018	Deputy Director for Economics and Finance (part-time), branch of IDGC of South, PJSC – Volgogradenergo
2019–2021	Member of the Board of Directors of YugStroyMontazh, LLC
Since 2021	Deputy General Director for Economics and Finance (part-time), member of the Strategy Committee of the Board of Directors of Rosseti Kuban, PJSC
Date of election to the Management Board	30 September 2021

VIKTOR KORZHANEVSKIY

Year of birth	1977
Education	Higher. Graduated from: <ul style="list-style-type: none">Ust-Kamenogorsk Energy Technical School, with a degree in installation and operation of electrical equipment of enterprises and civil buildings, electrician technicianSerikbayev East Kazakhstan Technical University, with a degree in instrumentation, electrical engineer Completed professional retraining at the Kubanenergo Energy Institute of Professional Development under the programme Leadership of Management in the Rosseti Group of Companies in the Health and Safety Management System based on ISO 45001:2018
Work experience for the last five years	
2015–2018	Deputy General Director for Capital Construction at CTZ, JSC
Since 2019	Deputy General Director for Investment Activities of Rosseti Kuban, PJSC
Since 2020	Member of the Board of Directors of Energoservice Kuban, JSC
Date of election to the Management Board	27 August 2020

LYUDMILA LOSKUTOVA

Year of birth	1973
Education	Higher. Graduated from Kuban State Agrarian University with a degree in accounting, analysis and audit, economist Completed professional retraining at Bauman Moscow State Technical University in Enterprise Management
Work experience for the last five years	
Since 2013	Chief Accountant – Head of the Department for Financial and Tax Accounting and Reporting
Date of election to the Management Board	30 September 2021

VLADIMIR MIKHAILOV

Year of birth	1982
Education	Higher. Graduated from: <ul style="list-style-type: none">South Russian State Technical University (Novocherkassk Polytechnic Institute) with a degree in electrical systems and grids, engineerFSBE Kuban State Agrarian University n.a. I. Trubilin, Master’s degree in State and Municipal Management Completed professional retraining courses: <ul style="list-style-type: none">South Russian State Technical University (Novocherkassk Polytechnic Institute), with a degree in safety of technological processes and productions in power engineering and power supplyat Bauman Moscow State Technical University in the Management programme Completed the advanced training courses: <ul style="list-style-type: none">at Innovation Technologies, LLC on the programme: Training of Internal Auditors of Environmental Management Systemsat the State Academy of Professional Retraining and Professional Development for Managers and Investment Specialists, advanced training on the programme: Environmental Safety for Managers and Specialists of General Management Systems
Work experience for the last five years	
2011–2018	Director of the Krasnodar Power Grids branch of Kubanenergo, PJSC
2020–2021	Executive Director of Southern Energy Company, LLC
Since 2022	Deputy General Director for Technical Issues — Chief Engineer of Rosseti Kuban, PJSC
Since 2022	Member of the Reliability Committee of the Board of Directors of Rosseti Kuban, PJSC Member of the Board of Directors of Energoservice Kuban, JSC
Date of election to the Management Board	11 October 2022

All members of the Company’s Management Board are citizens of the Russian Federation.

The average age of the Management Board member is 43 years.

There are three women on the Management Board.

None of the Management Board members held any positions in the management bodies of any commercial organisations when bankruptcy procedures were initiated and/or implemented against these companies as specified by the insolvency (bankruptcy) laws of the Russian Federation.

- None of the Company’s Management Board:
- Owned the Company shares or closed transactions with them during the reporting year¹
 - Made any transactions with the Company in the reporting year
 - Received any loans (credits) from the Company
 - Had no family ties with people who are members of the bodies that manage and/or control the financial and economic activities of the Company
 - Was held administratively liable for financial improprieties, offence regarding tax and fees or security market, or had any criminal record for economic crimes or crimes against the state
 - Had any conflicts of interest with the Company



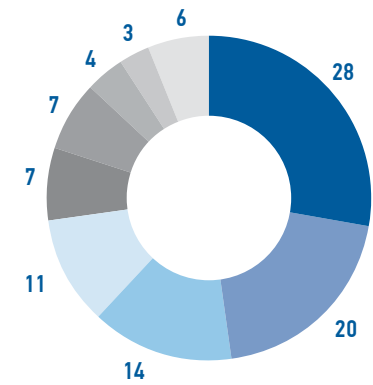
Performance of the Management Board

ACTIVITIES OF THE MANAGEMENT BOARD

Indicator	2020	2021	2022
Number of meetings held	33	43	46
• In person	6	2	–
Number of issues discussed	80	157	215

The Management Board meetings in the reporting year were conducted according to its work plans and at the initiative of the Chairman of the Management Board.

BREAKDOWN OF THE ISSUES DISCUSSED BY THE COMMITTEE IN 2022 (%)



- Company's progress reports
- Development of prospective plans, programmes
- Management of S&As and the training centre
- Preparation and holding of the General Meeting of Shareholders
- Conclusion of transactions
- Management of S&As and the training centre
- Risk management
- Approval of the Board's work plans
- Other issues

OLEG NISHCHUK

Year of birth	1978
Education	Higher. Graduated from Kuban State University with a degree in world economics, economist. Completed professional retraining in management with the right to conduct professional activities in the field of corporate financial management at Bauman Moscow State Technical University on the basis of Kubanenergo Training Centre.
Work experience for the last five years	
2015–2018	Deputy Head for the Service Sales and Electricity Metering Department of Kubanenergo, PJSC
Since 2016	Member of the Board of Directors of Energoservice Kuban, JSC
Since 2018	Deputy General Director for Service Sales of Rosseti Kuban, PJSC
Date of election to the Management Board	18 December 2018

¹ According to the data provided to the Company by the Management Board members.