

**Approved by:**  
General Shareholders Meeting of  
Rosseti Northern Caucasus, PJSC on May 29, 2026  
(Minutes No. 29 dated May 29, 2026)

**Pre-approved by:**  
the Board of Directors of  
Rosseti Northern Caucasus, PJSC on April 23, 2026  
(Minutes No. 603 dated April 24, 2026)

**The accuracy of the data contained in this Annual  
Report has been confirmed by:**  
the Auditing Commission of  
Rosseti Northern Caucasus, PJSC on April 14, 2026  
(Minutes No. 3 dated April 14, 2026)

**ANNUAL REPORT  
OF PUBLIC JOINT-STOCK COMPANY  
ROSSETI NORTHERN CAUCASUS  
FOR 2025**

General Director of  
Rosseti Northern Caucasus, PJSC

R.A. Levchenko

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## 1.1. About the Company

### About the Report

We are pleased to present the Annual Report of Rosseti Northern Caucasus, PJSC (prior to March 24, 2020 – IDGC of Northern Caucasus, PJSC; hereinafter also referred to as “IDGC of Northern Caucasus”, the “Company”, “IDGC of Northern Caucasus, OJSC”, “Rosseti Northern Caucasus, PJSC” or “Rosseti Northern Caucasus”) for 2025. This Annual Report is intended primarily for our existing and potential investors and is focused on their information needs. The Annual Report has been prepared in accordance with the requirements of **Russian securities market legislation**. However, we believe that other stakeholder groups also have a significant impact on the sustainable development of the Company, namely: public authorities (federal and regional), the population of the region, consumers and customers, the Company’s personnel, suppliers and mass media. Accordingly, we considered it necessary not to limit the Report solely to the requirements of Russian legislation and therefore included additional information in the Annual Report taking into account the recommendations of the Corporate Governance Code approved by the resolution of the Board of Directors of the Bank of Russia dated March 21, 2014 and recommended for application by Letter No. 06-52/2463 of the Bank of Russia dated April 10, 2014 (hereinafter referred to as the “Bank of Russia Corporate Governance Code”), as well as international best practices.

### New Items in the Report

In order to improve the quality and presentation of information, the structure of the information sections in the 2025 Annual Report has been updated and arranged in a more logical sequence. As before, the Report places significant emphasis on disclosure relating to sustainable development management, consideration of ESG factors in the Company’s operations and decision-making processes.

In particular, the Report contains information regarding:

- policies and procedures for sustainable development management;
- allocation of responsibilities for sustainable development matters among the Company’s governing bodies, members of executive management bodies, as well as within the organizational structure, and their accountability in respect of such matters;
- consideration of sustainable development matters and ESG factors by the Committees of the Board of Directors of the Company;
- consideration of sustainable development matters and ESG factors in establishing and adjusting the remuneration system for members of the Company’s governing bodies;
- consideration of sustainable development matters and ESG factors within the Company’s information policy;
- consideration by the Board of Directors of the Company of matters related to the Company’s ESG agenda.

### Scope of the Report

We believe that the **material aspects of the Annual Report** are those that describe value creation for each stakeholder group, as well as the factors that may materially affect the outcome of such process, including: the business model and the Company’s position within the industry, strategy, macroeconomic development factors, analysis of the quality of corporate governance, management’s statement regarding the Company’s financial and economic position, and business risk assessment.

In preparing the Annual Report, we made **every effort to take into account all information requests of stakeholders known to us. No public hearings of the Annual Report were held**, as, in our opinion, this would have resulted in an unjustified increase in the Company’s

controllable costs. In the short term, we intend to maintain the existing practice. We remain open to communication with stakeholders regarding the contents and scope of reporting and are prepared to further improve the same in order for the Annual Report to become an effective instrument for attracting investment and strengthening the Company's business reputation.

This Annual Report differs substantially from certain reports issued previously. In particular, the reports for 2013 and 2014 were prepared largely taking into account the operating performance indicators of Dageenergaset, OJSC, a subsidiary of Rosseti Northern Caucasus, PJSC, as well as, in certain cases (for the period prior to May 1, 2013), the organization operating electric grid assets in the Republic of Ingushetia. Similar to the reports for 2016–2022, this Annual Report contains standalone performance indicators of Rosseti Northern Caucasus, PJSC (the Company's branches). The specified **reporting boundary** of this Annual Report may materially affect comparability with previous reports and/or peer organizations.

## **Message from the Chairman of the Board of Directors**

Dear Shareholders, Partners and Colleagues,

During the reporting year, the governing bodies and management of Rosseti Northern Caucasus, PJSC continued their efforts aimed at achieving the Company's strategic development objectives focused on the modernization and upgrading of electric grid infrastructure in the North Caucasian Federal District. Our key priorities remain ensuring reliable power supply to consumers, reducing electricity losses, maintaining information transparency, and sustaining a high level of operational, investment and organizational efficiency.

The achievement of the strategic development objectives is supported by the implementation of the Development Plan of Rosseti Northern Caucasus, PJSC, which includes measures aimed at maintaining and improving the electric grid infrastructure of the North Caucasian Federal District and creating the necessary conditions for the socio-economic growth of the regions of presence. Implementation of the Development Plan measures is supported through financial assistance provided by the principal shareholder, Rosseti, PJSC.

In order to ensure reliable, high-quality and affordable power supply to consumers, as well as to continuously improve the quality of services provided, the Board of Directors approved the Quality Policy of Rosseti Northern Caucasus, PJSC. The implementation of the Quality Policy within the Company serves as a signal to all stakeholders that quality constitutes our fundamental value and the basis for managerial decision-making. This represents a necessary step toward systematically improving efficiency, achieving strategic objectives, and strengthening confidence in the Company.

During the reporting year, the Board of Directors of the Company also approved an updated version of the Energy Saving and Energy Efficiency Policy aimed at ensuring energy conservation and the rational use of resources, reducing technological electricity losses in power transmission, and introducing advanced, innovative and digital technologies to improve energy efficiency. For the purposes of developing human capital, improving working and recreation conditions and ensuring occupational safety for employees, the Board of Directors approved the Human Rights Policy and endorsed the Collective Bargaining Agreement for 2025–2027 during the reporting period. By approving the Human Rights Policy, the Board of Directors expresses the Company's commitment to internationally and nationally recognized values, principles and standards relating to the observance and protection of human rights.

One of the most significant decisions adopted by the Company's Board of Directors in 2025 was the approval of the Implementation Plan for Measures of Rosseti Northern Caucasus, PJSC aimed at executing the Development Strategy of Public Joint-Stock Company Federal Grid Company – Rosseti and its subsidiaries and affiliates for the period up to 2030. Successful implementation of this plan will ensure annual growth of the Company's share in the electric grid complex across all regions of presence, facilitate the effective development of its core business areas, and support further business diversification. In addition, implementation of the plan will enable the Company to contribute to the achievement of national projects and maintain its course toward the digitalization of processes, services and operations based on domestic products and technologies.

The efforts of the Board of Directors and the Company's management were reflected in the confirmation during the reporting year by the Expert RA (RAEX) rating agency of the Company's management quality rating at the level of "A++.gq" (the highest level). This rating signifies that the Company's management quality system contributes to the fullest possible extent to the observance and protection of stakeholders' rights.

On behalf of the Company's Board of Directors, I would like to express my gratitude to the employees, partners, shareholders, representatives of governmental authorities and all stakeholders for their constructive cooperation, which, through our joint efforts, contributes to the

further development of the electric grid complex in the Company's regions of presence, thereby creating a solid foundation for the socio-economic growth of the North Caucasian Federal District.

Respectfully yours,  
Chairman of the Board of Directors  
of Rosseti Northern Caucasus, PJSC  
Aleksey Valeryevich Molsky

## Message from the General Director

Dear Shareholders, Partners and Colleagues,

In 2025, Rosseti Northern Caucasus, PJSC continued its systematic efforts aimed at improving the reliability of power supply to consumers in the North Caucasian Federal District (NCFD), thereby contributing to the socio-economic development of the regions.

As part of the Program for Maintenance and Repair of Energy Facilities, the electric grid complex of the North Caucasian Federal District (NCFD) was prepared for operation during the flood, thunderstorm, wildfire-risk and heating seasons. We repaired 609 substations of 35–110 kV, 4.3 thousand km of power transmission lines, 5 thousand transformer substations and more than 1 thousand transformers, and cleared 466 hectares of power line rights-of-way. A total of RUB 4.85 bn was allocated for these purposes, exceeding the planned targets by 10%.

Financing of the investment program in 2025 amounted to RUB 8.1 bn, including VAT, which exceeds the previous year's figure by 35%. The Company commissioned 535 MVA of capacity and constructed and reconstructed 2,335 km of power transmission lines.

The activities carried out during the past year made it possible to improve the reliability indicators of electricity supply to consumers. In 2025, the number of process disturbances in grids of 0.4 kV and above decreased by 7% compared to 2024. The average duration and frequency of interruptions in electricity transmission per delivery point (SAIDI and SAIFI indicators) decreased by 29.2% and 30.3%, respectively.

From January 1 of the reporting year, the Company has been performing the functions of a unified center of responsibility for reliable electricity supply to consumers — a backbone territorial grid company (BTGC) — in all regions of its presence. In accordance with its new status, during 2025 the Company implemented a number of major projects for the consolidation of assets of territorial grid organizations, including YUEK, CJSC (Lermontov) and Alaniaenergoholding, State Unitary Enterprise (Vladikavkaz). In total, during the reporting period we assumed management of 2,141 km of power transmission lines and 1,061 substations of 35–110 kV and 0.4–10 kV transformer substations with an aggregate capacity of 430 MVA<sup>1</sup>. This will improve the efficiency of the district's electric grid complex through the implementation of unified principles of operational and technological management and technical policy.

In 2025, increasing the accessibility of electric grid infrastructure remained one of our key priorities. We connected 12,624 consumers to the power infrastructure with a total connected capacity of 305 MW. These included 56 socially significant facilities, including kindergartens, schools, outpatient clinics, polyclinics and cultural institutions, as well as 15 electric vehicle charging stations, 8 microgeneration facilities, and 41 major agricultural and industrial enterprises.

The Company consistently implements new technologies while utilizing domestic developments. In 2025, we continued cooperation with Russian suppliers: the share of Russian materials, equipment and machinery in procurement amounted to 96%.

Continuous personnel training remains one of the key components of the human resources strategy of Rosseti Northern Caucasus. A high level of qualification enables power engineers to effectively perform professional tasks while ensuring reliable and high-quality power supply to consumers.

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<sup>1</sup> Acquired under ownership rights.

In 2025, a total of 7,457 employees of Rosseti Northern Caucasus Group completed training, retraining and advanced professional development programs. Employees expanded their knowledge and skills primarily in those areas that directly affect the reliability of electricity supply in the regions, including maintenance and repair of substations and power transmission lines, operation of intelligent electricity metering systems, and modern methods of interaction with operational personnel.

Traditionally, special attention during training activities was devoted to safe methods and practices for working at height, prevention of electrical injuries to third parties, occupational health and safety, and fire safety.

In 2026, ensuring reliable power supply to consumers and the sustainable development of the electric grid infrastructure of the NCFD will remain the Company's key objectives. The invaluable contribution and coordinated efforts of our employees constitute the foundation for their successful achievement. I am confident that the professionalism, initiative and responsibility of each Company specialist will continue to serve as a solid basis for our steady progress going forward.

Respectfully yours,  
General Director of  
Rosseti Northern Caucasus, PJSC  
Roman Alekseevich Levchenko

### 1.1.1. Company Overview and Structure

**Rosseti Northern Caucasus, PJSC** is an interregional distribution grid company operating within the Russian electric power industry sector. The Company is a natural monopoly, and tariffs for its services are established by state regulatory authorities.

The Company's **principal activities** include electricity transmission and technological connection to distribution electric grids.

The Company also carries out activities related to the purchase and sale of electric energy and capacity on the wholesale electricity and capacity market, as well as the sale of electric energy and capacity on the retail market in the Republics of Ingushetia, North Ossetia–Alania, Dagestan, Karachay-Cherkessia and Kabardino-Balkaria.

**Year of incorporation:**

2006

**Industry:**

electric power industry

**Region:**

North Caucasian Federal District, Russian Federation

Member of the Rosseti Group of Companies

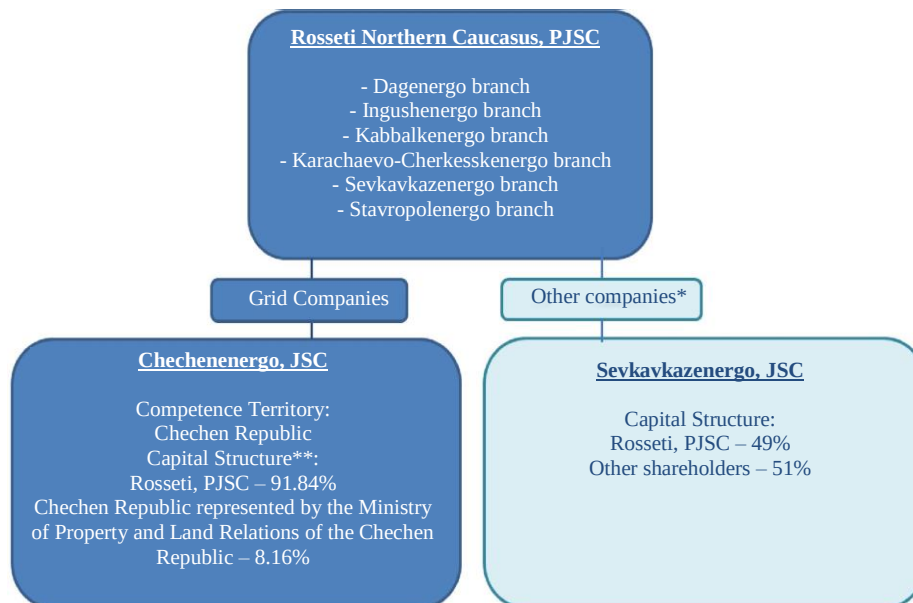
**Serves** approximately 1% of the territory and approximately 7% of the population of Russia

**Manages** one grid company

**Shares are traded** on the Moscow Exchange

**Shareholding structure:** Public Joint-Stock Company “Federal Grid Company–Rosseti” (98.82%); other shareholders (1.18%)<sup>1</sup>

### Organizational Structure of the Business as of December 31, 2025



*Note.* All companies are managed by Rosseti Northern Caucasus, PJSC.

\* In 2020, the Supervisory Board of Association “NP Market Council” adopted a resolution depriving Sevkavkazenergo, JSC of the status of a participant in the wholesale electricity and capacity market. In accordance with the requirements of applicable legislation, Rosseti Northern Caucasus, PJSC assumed the functions of the guaranteed supplier in the territory of the Republic of North Ossetia–Alania from April 1, 2020 (Order of the Ministry of Energy of Russia No. 236 dated March 24, 2020).

<sup>1</sup> Taking into account the shares actually placed under the additional share issue dated August 10, 2023 No. 1-01-34747-E-009D. As of December 31, 2025, the placement of shares under the above additional share issue had not been completed.

\*\* The share capital structure of Chechenenergo, JSC is presented taking into account the shares actually placed under the current additional share issue of Chechenenergo, JSC (state registration number of the additional issue 1-01-35075-E-004D dated September 14, 2023).

Key changes in the Company's structure and scope of operations:

- from the date of incorporation (August 2006) through March 2008, the Company (upon incorporation – SGC, OJSC) was engaged exclusively in the management of regional energy companies;
- beginning in September 2006, six North Caucasus electricity supply companies were transferred under the management of SGC, OJSC (the respective management agreements were terminated at the end of 2011);
- at the end of March 2008, following the merger of grid companies into the Company (which subsequently became the Company's branches), the Company commenced electricity transmission operations;
- beginning in September 2008, the Company transferred electric grid assets of the Ingush branch to the republican grid company Ingushenergoset, OJSC;
- beginning in April 2010, the Company leased the electric grid assets of its Dagestano branch to its wholly owned subsidiary Dagestano, OJSC;
- beginning in May 2013, following the termination of the lease agreement for electric grid assets between the Company and Ingushenergoset, OJSC, the Ingush branch (currently the Ingushenergo branch) commenced electricity transmission operations;
- from July 2015 through June 2020, Dagestan Grid Company, JSC (a wholly owned subsidiary of Rosseti Northern Caucasus, PJSC) operated as a distribution grid company, while the electric grid assets of the Dagestano branch were leased to Dagestan Grid Company, JSC;
- beginning in August 2015, six North Caucasus electricity supply companies were transferred under the management of Rosseti Northern Caucasus, PJSC;
- beginning July 4, 2016, pursuant to the ruling of the Arbitration Court of the Chechen Republic initiating bankruptcy proceedings, the Company ceased to perform the functions of the sole executive body of Nurenergo, OJSC. By Resolution of the Arbitration Court of the North Caucasus District dated January 26, 2017, the above ruling of the Arbitration Court of the Chechen Republic was overturned. Accordingly, from January 26, 2017, the Company resumed the functions of the sole executive body of Nurenergo, OJSC. On October 27, 2017, pursuant to a ruling of the Arbitration Court of the Chechen Republic, the supervision procedure in respect of Nurenergo, OJSC was terminated and bankruptcy proceedings were initiated against Nurenergo, OJSC;
- beginning July 6, 2017, due to the ruling of the Arbitration Court of the Republic of Dagestan initiating bankruptcy proceedings against Dagestano, OJSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company;
- beginning May 23, 2018, due to the ruling of the Arbitration Court of the Republic of Ingushetia initiating bankruptcy proceedings against Ingushenergo, JSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company;
- on May 8, 2020, the Board of Directors of Rosseti Northern Caucasus, PJSC adopted a resolution identifying the continuity of operations of the territorial grid organization in the Republic of Dagestan as a priority area of the Company's activities and approved a roadmap for ensuring the operations of the territorial grid organization in the Republic of Dagestan (Minutes No. 421 dated May 12, 2020). Electricity transmission operations of Dagestan Grid Company, JSC were terminated in June 2020, following which operational activities were commenced by the Dagestano branch of Rosseti Northern Caucasus, PJSC;
- beginning March 15, 2022, due to the ruling of the Arbitration Court of the Karachay-Cherkess Republic initiating bankruptcy proceedings against Karachayevo-

Cherkesskenenergo, JSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company;

- beginning April 21, 2022, due to the ruling of the Arbitration Court of the Republic of Kalmykia initiating bankruptcy proceedings against Kalmenergosbyt, JSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company;

- beginning August 1, 2022, due to the ruling of the Arbitration Court of the Kabardino-Balkarian Republic initiating bankruptcy proceedings against Kabbalkenergo, JSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company;

- beginning December 15, 2022, due to the ruling of the Arbitration Court of the Republic of Dagestan initiating bankruptcy proceedings against Dagestan Grid Company, JSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company;

- beginning December 15, 2023, due to the ruling of the Arbitration Court of the Republic of Dagestan initiating bankruptcy proceedings against Dagestan Energy Retail Company, PJSC, Rosseti Northern Caucasus, PJSC ceased to perform the functions of the sole executive body of the said joint-stock company.

### 1.1.2. Geographic Reach

#### **Territory of operations — the North Caucasian Federal District (seven constituent entities of the Russian Federation)**



### 1.1.3. Brief History

| Development Stage | Description of Event |
|-------------------|----------------------|
|                   | July 1903            |

| Development Stage                                             | Description of Event                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Establishment of a vertically integrated power company</b> | <b>Bely Ugol Hydroelectric Power Plant</b><br>The first major hydroelectric power plant in Russia, Bely Ugol HPP (with a capacity of 700 kW), was commissioned on the Podkumok River (Stavropol Territory). The longest power transmission lines at that time (20 km) with a voltage of 8 kV were put into operation from the plant.                                                                                                                                                                                                                                 |
|                                                               | <b>1913</b><br><b>Pyatigorsk Thermal Power Plant</b><br>A thermal power plant was commissioned in Pyatigorsk. Scientists led by M. Shatelen interconnected the thermal power plant with the Bely Ugol HPP, creating a prototype of the Unified Energy System of Russia.                                                                                                                                                                                                                                                                                              |
|                                                               | <b>1992</b><br><b>Unified Energy System of Russia (RAO UES of Russia)</b><br>Russian Joint-Stock Company of Power and Electrification “Unified Energy System of Russia” (RAO UES of Russia) was established                                                                                                                                                                                                                                                                                                                                                          |
| <b>Anti-Crisis Management</b>                                 | <b>August 1, 2001</b><br><b>KEUK, OJSC</b><br>KEUK, OJSC was registered in Zheleznovodsk (Stavropol Territory) as a management company for the power systems of the North Caucasus (Ingushetia, Kabardino-Balkaria, Karachay-Cherkessia and North Ossetia).                                                                                                                                                                                                                                                                                                          |
|                                                               | <b>March 2005</b><br><b>Rehabilitation and Restructuring Project</b><br>A rehabilitation and restructuring project for the regional power companies managed by KEUK, OJSC was approved.                                                                                                                                                                                                                                                                                                                                                                              |
|                                                               | <b>September 2006</b><br><b>Management of Regional Power Companies</b><br>SGC, OJSC was entrusted with management functions in respect of the following joint-stock companies: Kabbalkenergo, Karachayevo-Cherkesskenenergo, Kalmenergosbyt, Sevkavkazenergo, Dagestan Energy Retail Company, Nurenergo, Ingushenergo, KEUK, Stavropolenergo and Dagenenergo.                                                                                                                                                                                                        |
| <b>Reform of the Electric Power Industry</b>                  | <b>April 2006 – September 2007</b><br><b>Separation by Business Activities</b><br>The electric grid assets of Kabbalkenergo, OJSC, Karachayevo-Cherkesskenenergo, OJSC, Sevkavkazenergo, OJSC and Ingushenergo, OJSC were transferred as payment for additionally issued shares of Caucasian Energy Management Company, OJSC (KEUK, OJSC). Kabbalkenergo, OJSC, Karachayevo-Cherkesskenenergo, OJSC, Sevkavkazenergo, OJSC and Ingushenergo, OJSC became electricity supply companies, while four grid branches were established within the structure of KEUK, OJSC. |
|                                                               | <b>August 4, 2006</b><br><b>SGC, OJSC</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

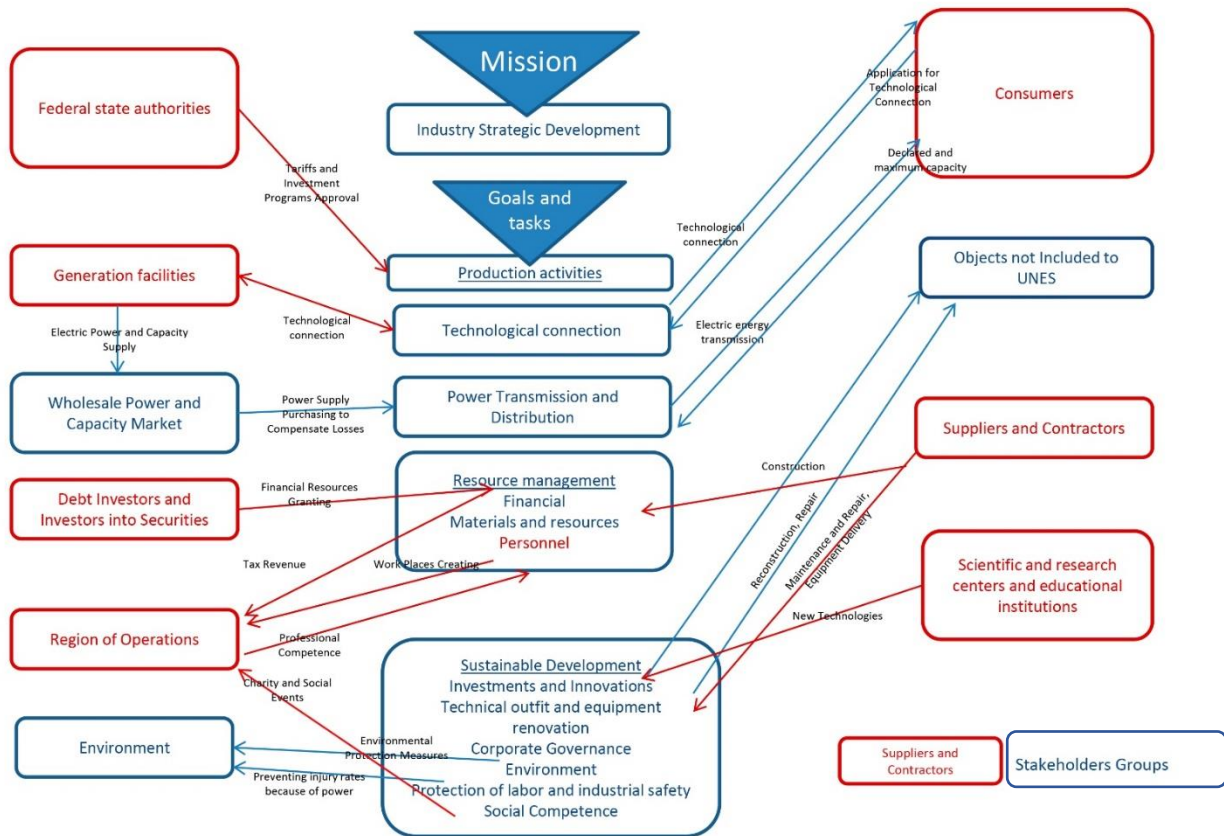
| Development Stage                                                   | Description of Event                                                                                                                                                                                                                                                                                                                           |
|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                     | State registration of SGC, OJSC was completed pursuant to the decision of its sole founder — RAO UES of Russia, OJSC.                                                                                                                                                                                                                          |
|                                                                     | <b>August 1, 2007</b><br><b>IDGC of Northern Caucasus</b><br>SGC, OJSC was renamed Interregional Distribution Grid Company of the Northern Caucasus, OJSC.                                                                                                                                                                                     |
|                                                                     | <b>December 25, 2007 – April 1, 2008</b><br><b>Consolidation</b><br>The reorganization of the Company through the merger with Dagenergo, OJSC, KEUK, OJSC and Stavropolenergo, OJSC was completed. The Company became a unified operating distribution grid company in the territory of the North Caucasus.                                    |
|                                                                     | <b>July 1, 2008</b><br><b>IDGC Holding, OJSC</b><br>IDGC Holding, OJSC was established through spin-off reorganization of RAO UES of Russia, OJSC. The company carried out corporate governance of operating interregional distribution grid companies (IDGCs). Ownership of the Company's shareholding was transferred to IDGC Holding, OJSC. |
| <b>Improving Investment Attractiveness and Management Structure</b> | <b>June 2008</b><br><b>Entry into Capital Markets</b><br>Trading in the Company's shares commenced on MICEX and RTS stock exchanges.                                                                                                                                                                                                           |
|                                                                     | <b>November 30, 2010</b><br><b>Transition to RAB Regulation</b><br>The Federal Tariff Service approved the transition of five branches of Rosseti Northern Caucasus, PJSC to the RAB tariff regulation method effective January 1, 2011.                                                                                                       |
|                                                                     | <b>January 27, 2010 – February 8, 2011</b><br><b>Dagenergoset, OJSC</b><br>A subsidiary grid company, Dagenergoset, OJSC, was established and subsequently transferred under the management of the Company.                                                                                                                                    |
|                                                                     | <b>March 23, 2011</b><br><b>Energoservice, OJSC</b><br>A subsidiary energy service company, Energoservice, OJSC, was established with the objective of improving the energy efficiency of the region's grid companies.                                                                                                                         |
|                                                                     | <b>December 15, 2011</b><br><b>Separation of Electricity Supply Companies</b><br>The Company terminated agreements on the transfer of powers of the sole executive body of electricity supply companies.                                                                                                                                       |
|                                                                     | <b>July 2, 2015</b>                                                                                                                                                                                                                                                                                                                            |

| Development Stage | Description of Event                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | IDGC of Northern Caucasus, OJSC was renamed to IDGC of Northern Caucasus, PJSC.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                   | <b>August 21, 2015</b><br><b>Management of Electricity Supply Companies</b><br>Six electricity supply companies were again transferred under the management of Rosseti Northern Caucasus, PJSC.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|                   | <b>March 24, 2020</b><br>Amendments to the Company's Charter were registered providing for the change of the Company's name to Rosseti Northern Caucasus, PJSC. In June 2019, at the St. Petersburg International Economic Forum, a Unified Corporate Identity Standard for Public Joint-Stock Company Rosseti and companies of the Rosseti Group, approved by the Board of Directors of Rosseti, PJSC on April 29, 2019, was presented. From that time, companies operating in the backbone and distribution electric grid complex, including Rosseti Northern Caucasus, PJSC, transitioned to a unified brand architecture in their corporate and marketing communications and began using new names containing the "Rosseti" trademark together with regional or functional designation. |

#### 1.1.4. Business Model

**Our primary objective** is to ensure, on a long-term basis, reliable, high-quality and affordable electricity supply to consumers throughout the territory of the North Caucasian Federal District at the electricity distribution stage through the development and operation of the most efficient infrastructure possible.

#### **How Rosseti Northern Caucasus, PJSC Creates Value**



## Stakeholder Engagement

The Company's operations are structured in such a way as to meet, to the fullest extent possible, the expectations and needs of stakeholders.

## Process of Transformation of Resources into Value for the Company's Stakeholders

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Resources Provided               | Area of the Business Model Influenced by the Stakeholder / Description of Influence                                                               | Value Created                                                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| State and Region                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                  |                                                                                                                                                   |                                                                                                                                                                                                       |
| Federal Government Authorities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                  |                                                                                                                                                   |                                                                                                                                                                                                       |
| Government of the Russian Federation / Ministry of Energy of Russia<br><br><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:<br><br>Code of Corporate Ethics and Official Conduct of Employees (see the "Shareholders and Investors / Charter and By-laws" section of the website);<br>Sustainable Development Policy of Rosseti, PJSC (see the "Shareholders and Investors / Charter and By-laws" section of the website); | Strategic development guidelines | Mission<br><br>(defines the Company's mission through establishing the mission of the electric grid complex and strategic development guidelines) | Creating a catalyst for the growth of cities, population and the economy as a whole through the construction and development of electric grid infrastructure<br><br><br>Maintaining social well-being |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Approved investment programs     | Determines the Company's principal investment areas through                                                                                       | Ensuring the functioning of the economy and the social sector through the                                                                                                                             |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Resources Provided                                                                                                          | Area of the Business Model Influenced by the Stakeholder / Description of Influence                                                                                                                                                                                                                                                                                                                                                     | Value Created                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy” (see the “Company / Technical Policy” section of the website);<sup>1</sup>; Quality Policy of Rosseti Northern Caucasus, PJSC (see the “Company / Quality Management System” section of the website).</p> <p><b>Cooperation with the stakeholder in the reporting year is disclosed</b> in the sections “Key Development Areas”, “Key Risks”, “Tariff Policy”, “Investment Activities” and “Information Disclosure, Public Relations, Relations with Government Authorities and Mass Media”.</p>                              |                                                                                                                             | <p>the approval of investment programs</p>                                                                                                                                                                                                                                                                                                                                                                                              | <p>supply of essential resources</p> <p>Budgetary and tax revenues contributing to the development of the economy and the social sector</p>                                                                                             |
| <p>Federal Antimonopoly Service</p> <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/>Sustainable Development Policy of Rosseti, PJSC;<br/>Quality Policy of Rosseti Northern Caucasus, PJSC.</p> <p><b>Cooperation with the stakeholder in the reporting year</b> is disclosed in the sections “Key Development Areas”, “Tariff Policy”, “Information Disclosure, Public Relations, Relations with Government Authorities and Mass Media”.</p> | <p>Approved tariffs for electricity transmission and technological connection of consumers</p>                              | <p>Production activities: technological connection, electricity transmission and distribution</p> <p>(establishes the operational parameters of the Company and predetermines the formation of financing sources through the establishment of socially fair and economically justified tariffs for the Company’s services)</p>                                                                                                          | <p>Supporting industrial competitiveness through the application of reasonable and economically justified tariffs</p> <p>Enabling effective tariff regulation and monitoring of tariff application through constructive cooperation</p> |
| Region of Operations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                         |
| <p>Regional Government Authorities</p> <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/>Anti-Corruption Policy;<br/>Partnership Program between Rosseti Northern Caucasus, PJSC and Small and Medium-Sized Enterprises (see the “Procurement” section of the website);<br/>Sustainable Development Policy of Rosseti, PJSC;<br/>Quality Policy of Rosseti Northern Caucasus, PJSC.</p>                                                         | <p>Management decisions (assistance in the consolidation of electric grid assets and improvement of payment discipline)</p> | <p>Production activities: electricity transmission and distribution</p> <p>(participate jointly in the inventory of electric grid infrastructure for the identification and registration of ownerless electric grid assets, establishment of joint working groups to assess the performance efficiency of territorial grid organizations, and development of mechanisms for consolidation of inefficiently operating organizations)</p> | <p>Budgetary and tax revenues contributing to the development of the economy and the social sector</p> <p>Maintaining social well-being</p>                                                                                             |

<sup>1</sup> Until March 10, 2025 — Regulation of Rosseti, PJSC “On Unified Technical Policy in the Electric Grid Complex”.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Resources Provided                                                                                              | Area of the Business Model Influenced by the Stakeholder / Description of Influence                                                                                                                                                                                                                                                                                                                           | Value Created                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Cooperation with the stakeholder in the reporting year is disclosed</b> in the sections “Tariff Policy”, “Investment Activities” and “Information Disclosure, Public Relations, Relations with Government Authorities and Mass Media”.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                      |
| <p>Power Generation Facilities</p> <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/>Sustainable Development Policy of Rosseti, PJSC;<br/>Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy”<sup>1</sup>;<br/>Quality Policy of Rosseti Northern Caucasus, PJSC.</p> <p><b>Cooperation with the stakeholder in the reporting year is disclosed</b> in the sections “Investment Activities” and “Production Indicators and Improvement of Reliability of the Electric Grid Complex”.</p>                                                                                                                                                   | Electric energy and capacity                                                                                    | <p>Production activities: technological connection, electricity transmission and distribution</p> <p>(submit applications for the connection of generation facilities)</p>                                                                                                                                                                                                                                    | <p>Providing consumers with access to large-scale and economically efficient generation facilities</p> <p>Reduction in reserve generation capacity volumes that consumers would otherwise be required to maintain in order to ensure reliability of power supply</p> |
| <p>Suppliers and Contractors</p> <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/>Anti-Corruption Policy;<br/>Sustainable Development Policy of Rosseti, PJSC;<br/>Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy”<sup>1</sup>;<br/>Quality Policy of Rosseti Northern Caucasus, PJSC.<br/>Human Rights Policy of Rosseti Northern Caucasus, PJSC (see the “Company / Human Rights Policy” section of the website).</p> <p><b>Interaction with the stakeholder during the reporting year</b> is described in the sections “Procurement Activities” and “Anti-Corruption Policy and Ensuring the Security of Economic Activities”.</p> | Equipment, maintenance, repair and construction services (materials, expertise, saved time and labor resources) | <p>Resource management: logistics and material and technical supply</p> <p>Sustainable development: investments and innovation, technical equipment and modernization, occupational health and industrial safety</p> <p>(ensure the supply of equipment and materials, performance of contract work, and proper quality of work and materials through compliance with the customer’s stated requirements)</p> | <p>Financial resources for business development</p> <p>Maintaining employment and an adequate standard of living for employees, suppliers and contractors</p> <p>Enhancement of competencies through implementation of the customer’s new projects</p>               |

<sup>1</sup> Until March 10, 2025 — Regulation of Rosseti, PJSC “On Unified Technical Policy in the Electric Grid Complex”.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Resources Provided                                                                      | Area of the Business Model Influenced by the Stakeholder / Description of Influence                                                                                                                                                                                                                                                                                                        | Value Created                                                                                                                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Research Centers and Educational Institutions</p> <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/>Sustainable Development Policy of Rosseti, PJSC;<br/>Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy”<sup>1</sup>;<br/>Quality Policy of Rosseti Northern Caucasus, PJSC.</p> <p><b>Interaction with the stakeholder during the reporting year</b> is described in the sections “Innovation Activities” and “Sustainable Development”.</p>                                                                                                                                                                                                      | Advanced technologies, human resources                                                  | <p>Resource management — personnel</p> <p>Sustainable development: investments and innovation, technical equipment and modernization of equipment</p> <p>(ensure the supply and implementation of advanced technologies and provision of human resources)</p>                                                                                                                              | <p>Financial resources</p> <p>Enhancement of competencies through the development and implementation of new projects</p> <p>Employment opportunities for graduates of educational institutions</p> |
| <p>General Public</p> <p><b>Principles of interaction</b> are set forth in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/>Sustainable Development Policy of Rosseti, PJSC;<br/>Anti-Corruption Policy;<br/>Information Policy Regulation of Rosseti Northern Caucasus, PJSC (see the “Shareholders and Investors / Charter and By-laws” section of the website);<br/>Human Rights Policy of Rosseti Northern Caucasus, PJSC;<br/>Regulation on Implementation of the Unified Communication Policy of Rosseti Northern Caucasus, PJSC.</p> <p><b>Interaction with the stakeholder during the reporting year</b> is described in the section “Information Disclosure, Public Relations, Relations with Government Authorities and Mass Media”.</p> | Independent assessment of operations                                                    | <p>Sustainable development: occupational health and industrial safety, environmental protection, social competencies (carry out continuous assessment of the Company’s reputation, significance of projects for the regional economy, professional competence, environmental impact on the region, and corporate social responsibility through public approval or criticism practices)</p> | <p>Ensuring reliability of energy supply</p> <p>Maintaining employment levels</p> <p>Charitable and sponsorship projects</p> <p>Confidence in environmental sustainability</p>                     |
| <b>Shareholders and Investors (Debt Investors and Equity Investors)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                    |
| <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>see documents in the “Shareholders and Investors / Charter and By-laws” section of the website;<br/>Credit Policy Regulation.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Cash, securities, other property, property rights or other rights having monetary value | <p>Production activities: electricity transmission and distribution</p> <p>(facilitate the establishment of a center of responsibility for</p>                                                                                                                                                                                                                                             | Interest income (for the use of borrowed funds)                                                                                                                                                    |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Resources Provided                                   | Area of the Business Model Influenced by the Stakeholder / Description of Influence                                                                                                                                                                                                                                                                                                                                                                | Value Created                                                                                                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Interaction with the stakeholder during the reporting year</b> is described in the section “Corporate Governance Report”.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Innovations and technologies in corporate governance | reliable power supply to consumers in the region and the consolidation of electric grids through contribution of electric grid assets to charter capital)                                                                                                                                                                                                                                                                                          | Income from changes in market quotations of shares                                                                                                                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Competencies                                         | Resource management: financial resources<br><br>(ensure inflow of financial resources for project implementation through acquisition of the Company’s securities and provision of loans to the Company)<br><br>Sustainable development: investments and innovation, corporate governance<br><br>(encourage the implementation of advanced corporate governance practices within the Company through requirements imposed on the investment target) | Opportunity to sell shares at any time through a liquid securities market<br><br>Absence of legal risks (violations of lawful rights and interests) when investing in shares through operation of a transparent corporate governance mechanism |
| <b>Consumers and Customers</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                |
| <b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:<br><br>Code of Corporate Ethics and Official Conduct of Employees;<br>Sustainable Development Policy of Rosseti, PJSC;<br>Service Quality Standard for Consumers of Services of Rosseti Northern Caucasus, PJSC;<br>Unified Procurement Standard of Rosseti, PJSC;<br>Partnership Program between Rosseti Northern Caucasus, PJSC and Small and Medium-Sized Enterprises (see the “Procurement” section of the website);<br>Anti-Corruption Policy;<br>Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy” <sup>1</sup> ;<br>Quality Policy of Rosseti Northern Caucasus, PJSC. | Financial resources                                  | Production activities: technological connection, electricity transmission and distribution<br><br>(determine the stability of the Company’s cash flow, creating opportunities for operational planning and regional development)                                                                                                                                                                                                                   | Electricity for the operation of industrial facilities, businesses and households                                                                                                                                                              |

<sup>1</sup> Until March 10, 2025 — Regulation of Rosseti, PJSC “On Unified Technical Policy in the Electric Grid Complex”.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Resources Provided                                     | Area of the Business Model Influenced by the Stakeholder / Description of Influence                                                                                                                                                                                                                                                                                                             | Value Created                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Interaction with the stakeholder during the reporting year</b> is described in the sections “Investment Activities”, “Production Indicators and Improvement of Reliability of the Electric Grid Complex”, “Technological Connection” and “Anti-Corruption Policy and Ensuring the Security of Economic Activities”.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                        |                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                             |
| <b>Personnel</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                        |                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                             |
| <p><b>Principles of interaction</b> are set forth, inter alia, in the internal documents of Rosseti Northern Caucasus, PJSC, including:</p> <p>Code of Corporate Ethics and Official Conduct of Employees;<br/> Collective Bargaining Agreement;<br/> Sustainable Development Policy of Rosseti, PJSC;<br/> Anti-Corruption Policy;<br/> Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy”<sup>1</sup>;<br/> Quality Policy of Rosseti Northern Caucasus, PJSC;<br/> Human Rights Policy of Rosseti Northern Caucasus, PJSC (see the “Company / Human Rights Policy” section of the website).</p> <p><b>Cooperation with the stakeholder in the reporting year</b> is disclosed in the sections “Innovation Activities”, “Anti-Corruption Policy and Ensuring the Security of Economic Activities” and “Sustainable Development”.</p> | Professional competencies, management decisions, ideas | <p>Resource management: personnel</p> <p>Sustainable development: investments and innovation, social competencies</p> <p>(ensure the functioning of the electric grid complex through attraction of human resources and support the development of the region’s electric grid complex through implementation of new management solutions and inflow of necessary professional competencies)</p> | <p>Employment opportunities</p> <p>Competitive remuneration</p> <p>Comfortable and safe working conditions</p> <p>Opportunities for self-realization</p> <p>Enhancement of professional competencies</p> <p>Maintaining an adequate standard of living for employees and their families</p> |

#### 1.1.5. Key Performance Indicators and Major Events of the Reporting Year

##### Revenue under RAS, RUB mn

|      |           |                                 |
|------|-----------|---------------------------------|
| 2025 | 73,573.53 | Change in 2025 vs. 2024, 35.3 % |
| 2024 | 54,371.2  |                                 |
| 2023 | 48,501.11 |                                 |

##### Net Loss under RAS, RUB mn

|      |             |                                    |
|------|-------------|------------------------------------|
| 2025 | -12,766.89  | Change in 2025 vs.<br>2024, 25.3 % |
| 2024 | - 17,093.20 |                                    |
| 2023 | -11,837.01  |                                    |

### Production Indicators

| Indicator                                         | Unit            | Period  |         |         | Change<br>2025/2024, % |
|---------------------------------------------------|-----------------|---------|---------|---------|------------------------|
|                                                   |                 | 2023    | 2024    | 2025    |                        |
| Number of substations (SS, TS, DS)                | units           | 27,225  | 27,826  | 29,291  | 5.3                    |
| Capacity of substations (SS, TS, DS)              | thousand<br>MVA | 16,802  | 17,721  | 18,022  | 1.7                    |
| Length of power transmission lines<br>by circuits | km              | 125,615 | 126,149 | 126,953 | 0.6                    |

### Major Corporate Events of 2025

**On July 10**, the Bank of Russia registered amendments to the document containing the terms and conditions for the placement of the Company's ordinary shares (state registration number of the additional share issue 1-01-34747-E-009D). Additional information is provided in the "Share Capital" section of this Annual Report.

**On September 18**, the Expert RA (RAEX) rating agency confirmed the management quality rating of Rosseti Northern Caucasus, PJSC at the level of "A++.gq" (the highest level of management quality). This rating signifies that the Company's management quality system contributes to the fullest possible extent to the observance and protection of stakeholders' rights.

## 2. Strategic Report

### 2.1. Industry Overview

The Unified Energy System of Russia (UES of Russia) consists of 75 regional power systems, which in turn form seven integrated power systems (hereinafter — IPS): the East, Siberia, the Urals, the Middle Volga, the South, the Center and the Northwest.

As of January 1, 2026, the installed capacity of power plants within the UES of Russia amounted to 264,851.44 MW. During the reporting year, the installed capacity of power plants within the UES of Russia increased by 1,134.39 MW.

Electricity generation by power plants within the UES of Russia in 2025 amounted to 1,166.4 bn kWh. Electricity consumption within the UES of Russia in 2025 amounted to 1,161.2 bn kWh.

In 2025, new historical peak demand levels were recorded in two integrated power systems and 16 territorial power systems, including:

| Name of Power System   | Historical Peak Demand Reached, MW | Date              | Previous Historical Peak Demand, MW | Excess, MW |
|------------------------|------------------------------------|-------------------|-------------------------------------|------------|
| Stavropol Power System | 2,026                              | July 14, 2025     | 1,990                               | 36         |
| Dagestan Power System  | 1,783                              | February 26, 2025 | 1,615                               | 168        |

|                     |     |                   |     |    |
|---------------------|-----|-------------------|-----|----|
| Ingush Power System | 246 | February 22, 2025 | 210 | 36 |
|---------------------|-----|-------------------|-----|----|

Electric power operating regimes of integrated and regional power systems located across the territories of 89 constituent entities of the Russian Federation are managed by branches of System Operator of the Unified Energy System, JSC (SO UES, JSC), namely integrated and regional dispatch offices, respectively.

### IPS of the South

The Integrated Power System of the South operates across the territories of 19 constituent entities of the Russian Federation, including the Republics of Dagestan, Ingushetia, North Ossetia–Alania, Kabardino-Balkaria, Karachay-Cherkessia, the Chechen Republic, and Stavropol Territory.

It includes 17 regional power systems, including the Dagestan, Ingush, Kabardino-Balkarian, Karachay-Cherkess, North Ossetian, Chechen and Stavropol power systems.

The operating regime of the integrated power system is managed by the branch of SO UES, JSC — Unified Dispatch Office of the South (UDO of the South).

The energy complex comprises 341 power plants with a total installed capacity of 43.68 thousand MW (as of January 1, 2026), including 160 solar and wind power plants with an installed capacity of 5.5 thousand MW, as well as 1,878 electrical substations of 110–500 kV and 2,829 power transmission lines of 110–750 kV with a total length of 81,390.66 km.

#### Actual Electricity Consumption Dynamics in the IPS of the South, Adjusted to 2024 Temperature Conditions and Excluding February 29, 2024

| Electricity Consumption, bn kWh |       |                           | Consumption Dynamics, % |                                                                         |
|---------------------------------|-------|---------------------------|-------------------------|-------------------------------------------------------------------------|
| 2025                            | 2024  | Deviation (+/-) from 2024 | Actual                  | Under Comparable Temperature Conditions and Excluding February 29, 2024 |
| 135.4                           | 136.4 | -1.1                      | -0.8                    | 0.2                                                                     |

Rosseti Northern Caucasus, PJSC is an interregional distribution grid company operating in the electric power industry sector of Russia and occupies a leading position within the North Caucasian Federal District in terms of electricity transmission services.

The electric power industry has a decisive influence on the economic and social development of the region. The implementation of investment projects, efficiency of enterprises and organizations, improvement in the quality of life of the population, and achievement of strategic economic development objectives of the North Caucasian Federal District all depend on the reliable, balanced and secure functioning of the electric power industry.

Source: prepared using data from the website of System Operator of the Unified Energy System, JSC SO UES <https://www.so-ups.ru>.

## 2.2. Macroeconomic Trends of the Reporting Year and Industry Outlook

The industrial production index for 2025 increased by 1.3% compared to 2024.

Manufacturing industries remained the primary driver of industrial growth in 2025. Output in the manufacturing sector increased by 3.6%.

The main positive contribution to manufacturing growth in 2025 was made by the machine-building sector, whose output reached 7.7% year-on-year (compared to 19.8% year-on-year in

2024). In December, the sector's growth rate accelerated to 6.5% year-on-year following a decline of 1.0% year-on-year in November.

Within the sector, the highest annual growth was demonstrated by the transport machinery industry, which grew by 32.0% year-on-year, exceeding the previous year's result of 27.8% year-on-year and representing the highest growth rate in the industry over the past ten years. Double-digit growth was also maintained in the computer and electronics industry at 11.7% year-on-year, despite the high base effect of 2024, when output increased by 26.4% year-on-year.

In December, growth in output was observed across most subsectors, including: manufacture of machinery and equipment not elsewhere classified — 0.9% year-on-year following a decline of 14.6% year-on-year in November; manufacture of electrical equipment — 3.0% year-on-year following a decline of 12.2% year-on-year in November; computer and electronics industry — 1.0% year-on-year following growth of 11.1% year-on-year in November.

The volume of construction work performed in 2025 increased by 2.5% year-on-year (compared to growth of 3.8% year-on-year in 2024<sup>1</sup>).

Agricultural output in 2025 increased by 4.9% year-on-year (compared to a decline of 3.3% year-on-year in 2024), driven by record grain harvests.

Output in the electricity, gas and steam supply sector decreased by 1.6% year-on-year in 2025, following growth of 2.3% in 2024.

Water supply, wastewater disposal and waste management activities decreased by 4.3% year-on-year in 2025.

The consumer price index in December 2025 compared to December 2024 amounted to 105.59%.

Sources: prepared using data from the websites of the Ministry of Economic Development of the Russian Federation <https://www.economy.gov.ru/> and Rosstat <https://rosstat.gov.ru>.

## **Regional Development in 2025**

The turnover of organizations in the North Caucasian Federal District across all types of economic activities in 2025 amounted to RUB 5.079 trillion, or 106.7% compared to the previous year.

The industrial production index for the following economic activities: “Mining and Quarrying”, “Manufacturing Industries”, “Electricity, Gas and Steam Supply; Air Conditioning” and “Water Supply; Wastewater Disposal, Waste Collection and Disposal Activities, Pollution Remediation Activities” amounted to 94.6% compared to 2024.

The producer price index for industrial goods<sup>2</sup> amounted to 96.7%.

The agricultural production index in 2025 compared to 2024 amounted to 105.9%. The share of the North Caucasian Federal District in the gross harvest of grain and leguminous crops in 2025 amounted to 10%.

The producer price index for agricultural products<sup>2</sup> sold amounted to 97.6%.

The volume of work performed under the economic activity “Construction” in 2025 amounted to RUB 841 bn, or 104.5% compared to the level of 2024. The share of the district in the total Russian volume of construction work performed in-house amounted to 4.5%.

In 2025, 11.3 mn m<sup>2</sup> of total floor area of residential and non-residential buildings were commissioned in the North Caucasian Federal District, representing 91.1% compared to the level of 2024.

The consumer price index for construction materials<sup>2</sup> amounted to 105.29%.

Retail trade turnover in 2025 increased by 103.5% in physical terms compared to the corresponding period of 2024 and amounted to RUB 3,093.6 bn.

In 2025, paid services rendered to the population amounted to RUB 805.8 bn, or 104% compared to the level of 2024.

<sup>1</sup> Retrospective data for 2024 were revised by Rosstat; the previous value for 2024 was 2.1% year-on-year.

<sup>2</sup> December 2025 compared to December 2024.

The consumer price index<sup>2</sup> amounted to 105.6%, including: food products — 105.2%; non-food products — 103.0%; services — 109.3%.

Wholesale trade turnover of wholesale trade organizations in 2025 amounted to RUB 1.567 trillion, or 96% compared to the level of 2024.

In 2025, investments in fixed capital used for the development of the economy and social sector of the North Caucasian Federal District amounted to RUB 1,388.7 bn, or 110.0% compared to the corresponding period of the previous year. The district accounted for 3.2% of total investments in Russia.

The total volume of financial investments in January–September 2025 amounted to RUB 1,905.8 bn. In the structure of financial investments received by the North Caucasian Federal District during the reporting period, 97.2% consisted of short-term financial investments.

The consolidated budget of the constituent entities<sup>1</sup> of the North Caucasian Federal District for 2025 was executed with a deficit of RUB 11.6 bn. Expenditures amounted to RUB 900.9 bn, while revenues totaled RUB 889.3 bn.

Tax revenues, fees and other mandatory payments collected in the North Caucasian Federal District in 2025 increased by 25.6% compared to the corresponding period of 2024 and amounted to RUB 494.5 bn.

According to the labor force sample survey, the labor force aged 15 years and older in 2025 amounted to 5 mn people, or 61.8% of the total population of the district within the corresponding age group. A total of 377.1 thousand people, or 7.6% of the total labor force, did not have employment but were actively seeking work (in accordance with the methodology of the International Labor Organization, they are classified as unemployed). As of the end of December 2025, 51.5 thousand people, or 1.0% of the labor force, were registered as unemployed with state employment services.

The population's level of well-being is determined primarily by personal monetary income, which on a per capita basis<sup>2</sup> in the North Caucasian Federal District amounted to RUB 39,155 per month (compared to RUB 65,351 per month across Russia as a whole).

The average monthly nominal accrued salary of employees of organizations in 2025 amounted to RUB 55,248 and increased by 11.8% compared to 2024, while real accrued wages increased by 2.7%<sup>3</sup>.

#### Industrial Production Index

|                                  | 2025 as % of 2024 |
|----------------------------------|-------------------|
| Russian Federation               | 101.3             |
| Central Federal District         | 103.8             |
| Northwestern Federal District    | 100.6             |
| Southern Federal District        | 96.7              |
| North Caucasian Federal District | 94.6              |
| Volga Federal District           | 102.0             |
| Ural Federal District            | 99.2              |
| Siberian Federal District        | 97.9              |
| Far Eastern Federal District     | 102.1             |

The electric power industry is relatively resilient to external adverse factors and geopolitical risks. At the same time, the Company will continue to consistently address the tasks related to the long-term provision of reliable, high-quality and affordable electricity supply to

<sup>1</sup> According to preliminary data of the Federal Treasury.

<sup>2</sup> Estimate.

<sup>3</sup> Preliminary data.

consumers in the North Caucasian Federal District at the electricity distribution stage through the development and operation of efficient infrastructure.

Source: prepared using data from the website of Federal State Statistics Service Rosstat <https://rosstat.gov.ru>

### 2.3. Company's Market Position

The Company occupies a leading position within the North Caucasian Federal District in the provision of electricity transmission services. The Company's branches perform electricity (capacity) transmission activities throughout the territory of the North Caucasian Federal District. The Company's principal business activities — electricity transmission through distribution grids with voltage levels from 110 kV to 0.4 kV and technological connection of consumers to the grid infrastructure — are regulated activities.

The Company is a natural monopoly entity. Pursuant to Order No. 341-e of the Federal Tariff Service of Russia<sup>1</sup> dated September 8, 2008, the Company was included in the Register of Natural Monopoly Entities in the Fuel and Energy Sector in respect of which state regulation and control are exercised.

The Company forms part of the Rosseti energy holding and follows the unified strategy for the development of the electric grid complex.

In 2015, following the decision of the Supervisory Board of Association "NP Market Council" to deprive Ingushenergo, JSC of the status of a participant in the wholesale electricity market, and in accordance with applicable legislation, the status of guaranteed supplier in the territory of the Republic of Ingushetia was assigned to the Company effective December 1, 2015 (Order of the Ministry of Energy of Russia No. 888 dated November 25, 2015). The Company's guaranteed supplier status in the territory of the Republic of Ingushetia is extended annually, including its extension for 2025 effective January 1, 2025 pursuant to Order of the Ministry of Energy of Russia No. 2461 dated December 24, 2024, until the date the guaranteed supplier status is assigned to the winner of the tender for the relevant service area, but for no longer than 12 months.

Effective January 1, 2026, the guaranteed supplier status in the territory of the Republic of Ingushetia was assigned to the Company pursuant to Order of the Ministry of Energy of Russia No. 1722 dated December 26, 2025.

In 2020, following the decision of the Supervisory Board of Association "NP Market Council" to deprive Sevkavkazenergo, JSC and Dagestan Energy Retail Company, PJSC of the status of participants in the wholesale electricity market, and in accordance with applicable legislation, the guaranteed supplier status was assigned to the Company in the territories of the Republic of North Ossetia–Alania effective April 1, 2020 (Order of the Ministry of Energy of Russia No. 236 dated March 24, 2020) and the Republic of Dagestan effective July 1, 2020 (Order of the Ministry of Energy of Russia No. 494 dated June 25, 2020). The Company's guaranteed supplier status in the above territories is extended annually, including its extension for 2025 in the territory of the Republic of North Ossetia–Alania effective April 1, 2025 pursuant to Order of the Ministry of Energy of Russia No. 352 dated March 31, 2025, and in the territory of the Republic of Dagestan effective July 1, 2025 pursuant to Order of the Ministry of Energy of Russia No. 710, until the date the guaranteed supplier status is assigned to the winner of the tender for the relevant service areas, but for no longer than 12 months.

In 2021, following the decision of the Supervisory Board of Association "NP Market Council" to deprive Karachayevo-Cherkessskenergo, JSC and Kabbalkenergo, JSC of the status of participants in the wholesale electricity market, and in accordance with applicable legislation, the guaranteed supplier status in the territories of the Karachay-Cherkess Republic and the Kabardino-Balkarian Republic was assigned to the Company effective August 1, 2021 (Orders of the Ministry of Energy of Russia No. 510 and No. 511 dated June 29, 2021, respectively). The Company's

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<sup>1</sup> Effective July 21, 2015, the functions of the Federal Tariff Service of Russia were transferred to the Federal Antimonopoly Service of Russia.

guaranteed supplier status in the above territories is extended annually, including its extension for 2025 pursuant to Orders of the Ministry of Energy of Russia No. 821 dated July 23, 2025 (effective August 1, 2025) for the territory of the Karachay-Cherkess Republic and No. 822 dated July 23, 2025 (effective August 1, 2025) for the territory of the Kabardino-Balkarian Republic, until the date the guaranteed supplier status is assigned to the winner of the tender for the relevant service areas, but for no longer than 12 months.

For the purpose of performing the functions of a guaranteed supplier, the Company obtained the status of a wholesale market participant and participates in wholesale electricity and capacity market transactions (hereinafter — the “WECM”).

Given the Company’s status as a guaranteed supplier, the Company has no competitors with respect to its operations in the WECM.

Purchase and sale transactions involving electric energy and capacity in the WECM are carried out within the framework of a system of agreements mandatory for execution by each wholesale market participant. The terms and conditions of such agreements are governed by the applicable electric power industry legislation. Prices for electric energy and capacity under regulated agreements correspond to tariff rates for electric energy and capacity approved for electric energy (capacity) suppliers by the federal executive authority responsible for state tariff regulation. The pricing procedure in the free (non-regulated) sectors of the WECM is determined by Federal Law No. 35-FZ dated March 26, 2003 “On the Electric Power Industry”, the Wholesale Electricity and Capacity Market Rules approved by Resolution of the Government of the Russian Federation No. 1172 dated December 27, 2010, and the Agreement on Accession to the Trading System of the Wholesale Market.

Within the framework of its activities in the WECM, the Company is a member of Association “NP Market Council”.

The establishment of the Association is provided for by Federal Law No. 35-FZ dated March 26, 2003 “On the Electric Power Industry”. Pursuant to the said Federal Law, the Market Council is a non-profit organization established in the organizational and legal form of an association (union) as a non-commercial partnership, uniting electric power industry entities and major electricity consumers on a membership basis. In accordance with Clause 1 of Article 35 of the Federal Law “On the Electric Power Industry,” membership in the Association is mandatory for all WECM participants.

In accordance with Clause 4.3.13 of the Charter of the non-commercial partnership, the Company, as a territorial grid company performing the functions of a guaranteed supplier, is included in the Chamber of Experts. The date of accession to the Partnership was December 24, 2012.

Members of the Partnership make voluntary membership contributions to the property of the organization, including an entrance (one-time) contribution and quarterly contributions. The amount of contributions is approved by the Supervisory Board of the Association, which is the governing body of the Partnership. The amount of the quarterly membership contribution is approved annually by resolution of the Supervisory Board of Association “NP Market Council”. Pursuant to Resolution No. 19/2024 of the Supervisory Board dated September 24, 2024, the amount of the quarterly membership contribution for members of the Partnership — the Chamber of Experts — was established at RUB 415 thousand for 2025.

Upon obtaining the status of a wholesale market participant, the Company assumed obligations related to the settlement of current payments in the WECM.

Due to the necessity of resolving outstanding indebtedness in the WECM, in February 2022 Rosseti Northern Caucasus, PJSC entered into agreements governing the procedure for fulfillment of obligations (hereinafter — the “Agreements”) with generating companies acting as creditors. The validity of such Agreements was extended for 2025 through execution of supplementary agreements in February 2025. Pursuant to the terms of the Agreements, two settlement mechanisms in the WECM are provided for:

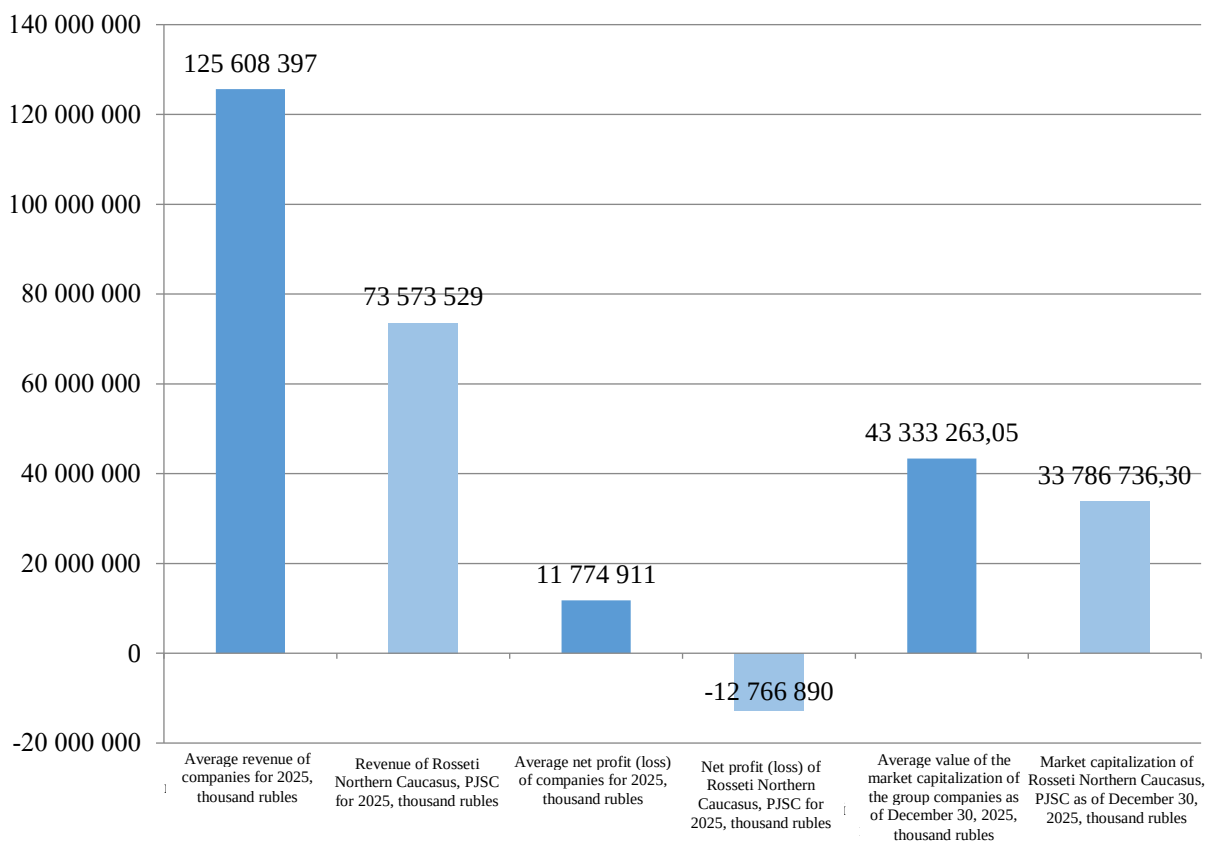
- 1) settlement through simple promissory notes issued by banks with a 17% discount and their subsequent transfer to counterparties at nominal value;

2) settlement in cash with deferred payment of 17% of the payment amount until 2039 with respect to obligations arising in 2025.

Supplementary Agreements for 2025 were executed by 54 generating companies, of which 50 selected the promissory note settlement mechanism. The promissory note settlement mechanism provides for fulfillment of obligations in 2025 through discounted (17%) promissory notes on a quarterly basis no later than the 15th day of the second month following the reporting quarter. The cash settlement mechanism provides for fulfillment of obligations in 2025 on a quarterly basis no later than the 15th day of the second month following the reporting quarter, with partial deferral of 17% of the payment amount until 2039.

As of the end of 2025, all obligations to generating companies that entered into the Agreements are being fulfilled by Rosseti Northern Caucasus, PJSC in full compliance with the terms of the Agreements. Obligations to WECM creditors that did not accede to the Agreements, as well as obligations to Center for Financial Settlements, JSC (CFS, JSC) under electricity purchase and sale agreements in the day-ahead market (DAM) and balancing market (BM), which were not blocked by CFS, JSC for assignment under cession agreements, are fulfilled in accordance with the requirements of the Financial Settlement Regulations in the Wholesale Electricity Market (Appendix 16 to the Agreement on Accession to the Trading System of the Wholesale Market). There are no overdue accounts payable in the WECM.

### Comparison of Rosseti Northern Caucasus, PJSC with Russian peer companies, thousand rubles<sup>1</sup>



**Additional information regarding the position** of Rosseti Northern Caucasus, PJSC within the industry is provided in the sections “About the Company” and “Operating Results for 2025” of this Annual Report.

<sup>1</sup> Average values were calculated based on the following group of companies: Rosseti Volga, PJSC, Rosseti Lenenergo, PJSC (in terms of market capitalization — ordinary shares only), Rosseti Yug, PJSC, Rosseti Siberia, PJSC, Rosseti Moscow Region, PJSC, Rosseti North-West, PJSC, Rosseti Tomsk, PJSC (in terms of market capitalization — ordinary shares only), Rosseti Centre and Volga Region, PJSC, Rosseti Ural, PJSC, Rosseti Centre, PJSC, and Rosseti Northern Caucasus, PJSC.

## 2.4. Key Development Areas

The Company is part of the Rosseti Group and constitutes a key infrastructure element of the economy, ensuring economic development and improvement of public welfare within the territory included in the Company's operational responsibility zone.

The mission and vision of the Company are defined by the Development Strategy of Public Joint-Stock Company Federal Grid Company – Rosseti and its subsidiaries and affiliates for the period up to 2030 approved by resolution of the Board of Directors of Rosseti, PJSC <sup>1</sup> (hereinafter — the “Development Strategy”).

**Mission** — accessible and high-quality electricity supply to every household, institution and industrial facility for comfortable living, business operations and development of the national economy.

For the purpose of implementing the Development Strategy, the Company has developed and is implementing the Action Plan of Rosseti Northern Caucasus, PJSC aimed at execution of the Development Strategy of Public Joint-Stock Company Federal Grid Company – Rosseti and its subsidiaries and affiliates for the period up to 2030<sup>2</sup> (hereinafter — the “Development Strategy Implementation Plan”).

The Development Strategy Implementation Plan includes measures set forth in the Company's key program documents approved by the governing bodies or organizational and administrative acts and aimed at achieving the following strategic objectives of the Rosseti Group:

1. Establishment of a unified electric grid complex of the Russian Federation through consolidation of electric grid assets under the management of the Rosseti Group.
2. Improvement of operational efficiency of the electric grid complex.
3. Support for the implementation of national projects of the Russian Federation.
4. Ensuring reliability and accessibility of electricity supply.
5. Ensuring technological sovereignty.

Achievement of the strategic goals is assessed, inter alia, through the system of key performance indicators (KPIs) and functional key performance indicators applied by the Company.

### Strategy in Action

1. In 2025, efforts aimed at achieving the strategic goal of “Establishing a unified electric grid complex of the Russian Federation through consolidation of electric grid assets under the management of the Rosseti Group” focused on addressing the following objectives:

- consolidation of electric grid facilities of territorial grid organizations (TGOs), as well as ownerless electric grid facilities;
- obtaining the status of a backbone territorial grid company (BTGC) in the regions of presence.

| Key Indicator of the Development Strategy                                                               | Unit | Target Value for 2025                                          | <input checked="" type="checkbox"/> / <input type="checkbox"/> | Forecast for 2030                             |
|---------------------------------------------------------------------------------------------------------|------|----------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------------------|
| Composite indicator “Share of the Rosseti Group in the electric grid complex of the Russian Federation” | %    | Development of methodology and determination of baseline value | <input checked="" type="checkbox"/>                            | Annual increase relative to the previous year |

2. In 2025, efforts aimed at achieving the strategic goal of “Improving the operational efficiency of the electric grid complex” focused on addressing the following objectives:

- optimization of processes and systems;
- improvement of labor productivity;

<sup>1</sup> Minutes No. 682 dated March 31, 2025.

<sup>2</sup> Minutes No. 594 dated December 4, 2025.

- reduction of electricity losses;
- improvement of capacity utilization;
- improvement of efficiency and reduction of unit investment costs;
- reduction of operating expenses;
- improvement of profitability of core operations;
- ensuring energy-saving security;
- implementation of new technologies, innovative products and services;
- digital transformation and development of information technologies;
- ensuring financial sustainability and sustainable development.

| Key Indicator of the Development Strategy                                                                                                                                                                  | Unit                            | Target Value for 2025 | <input checked="" type="checkbox"/> / <input type="checkbox"/> | Forecast for 2030 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------|----------------------------------------------------------------|-------------------|
| Electricity loss level                                                                                                                                                                                     | %                               | 24.87                 | <input type="checkbox"/>                                       | 27.30             |
| ROIC (Return on Invested Capital)                                                                                                                                                                          | %<br>(RUB thousand)             | -643,332              | <input checked="" type="checkbox"/>                            | > 1.5%            |
| Operating profitability                                                                                                                                                                                    | %                               | -11.5                 | <input type="checkbox"/>                                       | > -8.0            |
| Net profit excluding impairment and revenue from technological connection                                                                                                                                  | RUB thousand                    | -9,123,657            | <input type="checkbox"/>                                       | > -6,491,036      |
| EBITDA (Operating profit)                                                                                                                                                                                  | RUB thousand                    | -5,533,343            | <input type="checkbox"/>                                       | > -4,190,770      |
| Increase in labor productivity relative to 2022*                                                                                                                                                           | %                               | 15.0                  | <input checked="" type="checkbox"/>                            | -                 |
| Active employee turnover                                                                                                                                                                                   | %                               | 6.5                   | <input checked="" type="checkbox"/>                            | 6.5               |
| Debt/EBITDA                                                                                                                                                                                                | ratio<br>(RUB thousand)         | 1,042,172             | <input checked="" type="checkbox"/>                            | < 780,601         |
| Overdue accounts receivable for electricity transmission services                                                                                                                                          | RUB thousand                    | 5,232,984             | <input type="checkbox"/>                                       | 3,569,429         |
| Preservation of the Company's assets                                                                                                                                                                       | %                               | 100                   | <input checked="" type="checkbox"/>                            | 100               |
| Compliance with insider information protection requirements, maintenance of stock listing and corporate governance rating                                                                                  | %,<br>completed / not completed | 100,<br>completed     | <input checked="" type="checkbox"/>                            | 100,<br>completed |
| Timeliness of annual General Shareholders Meetings / annual General Members Meetings of the Company and subsidiaries                                                                                       | %                               | 100                   | <input checked="" type="checkbox"/>                            | 100               |
| Share of contracts concluded following completed procurement procedures conducted electronically                                                                                                           | %                               | 70                    | <input checked="" type="checkbox"/>                            | 81                |
| Approval of the Company's accounting (financial) statements and maintenance of accounting records without remarks from the auditor and the Auditing Commission based on the reporting period audit results | %                               | 100                   | <input checked="" type="checkbox"/>                            | 100               |
| Net profit profitability excluding impairment and technological connection                                                                                                                                 | %                               | -12.0                 | <input type="checkbox"/>                                       | > -5.9            |
| Compliance with the commissioning schedule for renovation facilities                                                                                                                                       | %                               | 100                   | <input checked="" type="checkbox"/>                            | 100               |

\* Due to the planned amendment of the methodology for calculating the indicator "Increase in labor productivity relative to 2022", target values for 2026–2030 will be established following approval of the new calculation methodology.

3. In 2025, efforts aimed at achieving the strategic goal of "Supporting the implementation of national projects of the Russian Federation" focused on the technological connection of participants in national projects.

The Company developed a methodology for assessing customer satisfaction with the quality of technological connection services provided to participants in national projects and conducted the first assessment survey.

| Key Indicators of the Development Strategy                | Unit | Target Value for 2025 | <input checked="" type="checkbox"/> / <input type="checkbox"/> | Forecast for 2030 |
|-----------------------------------------------------------|------|-----------------------|----------------------------------------------------------------|-------------------|
| Compliance with the commissioning schedule for facilities | %    | 100                   | <input type="checkbox"/>                                       | 100               |

|                                                                                                                                                                                                                                                                                                                                                                         |   |                                                                |                                     |                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|----------------------------------------------------------------|-------------------------------------|---------------------------------|
| Support for implementation of national projects of the Russian Federation through technological connection of consumers participating in national projects, including new national projects, based on the methodology for assessing satisfaction with the quality of services provided by the Rosseti Group to consumers participating in national projects (CSI index) | - | Development of methodology and determination of baseline value | <input checked="" type="checkbox"/> | Annual increase of more than 5% |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|----------------------------------------------------------------|-------------------------------------|---------------------------------|

4. In 2025, efforts aimed at achieving the strategic goal of “Improving the operational efficiency of the electric grid complex” focused on addressing the following objectives:

- reduction of the specific accident rate indicator;
- reduction of the average time required to eliminate technological disruptions;
- development and implementation of an effective maintenance and repair program;
- improvement of grid efficiency and manageability;
- implementation of equipment renovation programs;
- implementation of grid development projects;
- enhancement of accessibility of grid infrastructure and simplification of technological connection procedures.

| Key Indicator of the Development Strategy                                                                                                    | Unit     | Target Value for 2025 | <input checked="" type="checkbox"/> / <input type="checkbox"/> | Forecast for 2030 |
|----------------------------------------------------------------------------------------------------------------------------------------------|----------|-----------------------|----------------------------------------------------------------|-------------------|
| Readiness for operation during the heating season                                                                                            | units    | 1                     | <input checked="" type="checkbox"/>                            | 1                 |
| Receipt of the certificate of readiness for operation during the heating season                                                              | units    | 1                     | <input checked="" type="checkbox"/>                            | 1                 |
| Absence of significant accidents in electric grids investigated by Rostekhnadzor                                                             | quantity | 0                     | <input checked="" type="checkbox"/>                            | 0                 |
| Compliance with deadlines for technological connection                                                                                       | ratio    | 1.1                   | <input type="checkbox"/>                                       | 1.1               |
| Average duration of interruption of electricity supply to consumers (SAIDI) (duration of electricity transmission interruption per consumer) | hours    | 4.47                  | <input type="checkbox"/>                                       | 4.14              |
| Average frequency of interruption of electricity supply to consumers (SAIFI) (number of electricity transmission interruptions per consumer) | units    | 2.15                  | <input type="checkbox"/>                                       | 1.99              |

5. In 2025, efforts aimed at achieving the strategic goal of “Ensuring technological sovereignty” focused on addressing the following objectives:

- implementation of the corporate import substitution plan;
- development of innovations;
- transition to domestic software and Russian radio-electronic products.

| Key Indicators of the Development Strategy    | Unit | Target Value for 2025 | <input checked="" type="checkbox"/> / <input type="checkbox"/> | Forecast for 2030 |
|-----------------------------------------------|------|-----------------------|----------------------------------------------------------------|-------------------|
| Efficiency of innovation activities           | %    | 98                    | <input checked="" type="checkbox"/>                            | 98                |
| Efficiency of transition to domestic software | %    | 88.9                  | <input checked="" type="checkbox"/>                            | 95.0              |

## 2.5. Key Performance Indicators

Achievement of the Company’s priority development goals is assessed through the system of key performance indicators (KPIs) and functional key performance indicators (FKPIs) applied by the Company.

Since 2023, the formation of the KPI system within the Rosseti Group has been carried out in accordance with Directive of the Government of the Russian Federation No. 3579-r dated December 28, 2020 (hereinafter — “Directive No. 3579-r”).

Pursuant to Directive No. 3579-r, the system of performance indicators is divided into two groups: key performance indicators (hereinafter — “KPIs”) and functional key performance indicators (hereinafter — “FKPIs”). At the same time: KPIs are indicators linked to the Company’s

strategic documents and are used to assess the performance of the Company's entire senior management team (the chief executive officer, deputy chief executive officers and chief accountant); FKPIs are individual indicators established personally for the Company's officers, taking into account the specifics of the areas of the Company's activities supervised by them.

The KPI and FKPI system applied by the Company is linked to the variable portion of management remuneration (50% of incentive payments for achievement of KPIs and 50% for achievement of FKPIs). A weighting factor has been established for each indicator within the total amount of bonuses payable, and annual bonus payments are made subject to achievement of the relevant indicators.

In 2025, the following changes were introduced to the KPI and FKPI system compared to 2024:

1. The following penalty indicators were added: Penalty Indicator for Untimely, Incomplete or Inaccurate Disclosure of Information Required for Monitoring Achievement of Key Performance Indicators and Functional Key Performance Indicators"; Implementation of Reliability Improvement Programs"; "Penalty Indicator for Failure to Achieve the Results of the Approved Digital Transformation Strategy (Program)".

2. The FKPI "Number of comments (errors) regarding accounting records identified by the auditor and the Auditing Commission during audits following the reporting period" was replaced with the FKPI "Approval of the organization's accounting (financial) statements and maintenance of accounting records without comments from the auditor and the Auditing Commission during audits following the reporting period".

3. The FKPI "Timeliness of holding annual General Shareholders Meetings / annual General Members Meetings of the Company and subsidiaries" was replaced with the FKPI "Timeliness of holding the annual General Shareholders Meetings of Rosseti Northern Caucasus, PJSC";

4. The following FKPIs were added: "Approval of the Company's action plan aimed at implementation of the Development Strategy of the Rosseti Group", "Level of implementation of production and target programs", "Deviation of the payment level for electricity supplied in the retail market from the value established by the business plan". The Company's KPIs and FKPIs and their target values for 2025–2027 were approved in accordance with Subclause 20 of Clause 15.1 of Section 15 of the Company's Charter by resolution of the Company's Board of Directors dated October 6, 2025 (Minutes No. 591 dated October 6, 2025).

### Results of Achievement of KPIs and FKPIs of Rosseti Northern Caucasus, PJSC for 2025

| Indicator Name                                               | Calculation Methodology                                                                                                                                                                                                                                                   | Weight in the Remuneration System / Penalty Percentage for 2025, % | Unit            | Target / Threshold Value for 2025 | Actual Value Achieved in 2025 <sup>15</sup> | Achievement Assessment in 2025 (% achieved / not achieved) <sup>16</sup> | Reasons for Non-Achievement | Target Value for 2026 <sup>17</sup> | Target Value in 2027 <sup>21</sup> |
|--------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-----------------|-----------------------------------|---------------------------------------------|--------------------------------------------------------------------------|-----------------------------|-------------------------------------|------------------------------------|
| <b>FINANCIAL AND ECONOMIC KEY PERFORMANCE INDICATORS</b>     |                                                                                                                                                                                                                                                                           |                                                                    |                 |                                   |                                             |                                                                          |                             |                                     |                                    |
| ROIC (Return on Invested Capital) <sup>18</sup>              | Ratio of operating profit adjusted for impairment / reversal of impairment of fixed assets, revenue from technological connection services and accrual / reversal of expected credit loss allowance to the aggregate of average equity and long-term loans and borrowings | 10                                                                 | RUB thousand, % | - RUB 643,332 thousand            | - RUB 634,488 thousand                      | 101 % Achieved                                                           | --                          | 2.1%                                | 9.1%                               |
| Operating profitability                                      | Ratio of operating profit adjusted for impairment / reversal of impairment of fixed assets and revenue from technological connection services to revenue excluding revenue from technological connection services                                                         | 20                                                                 | %               | -11.5                             | -14.3                                       | 76 % Not achieved                                                        | <sup>19</sup>               | -9.5                                | -7.8                               |
| Net Profit Excluding Impairment and Technological Connection | Profit / (loss) adjusted for impairment / reversal of impairment of fixed assets and revenue from technological connection services (including corresponding income tax effect)                                                                                           | 20                                                                 | RUB thousand    | -9,123,657                        | - 9,618,004                                 | 95 % Partially achieved                                                  | --                          | -6,742,588                          | -5,670,644                         |
| <b>SPECIALIZED INDUSTRY KEY PERFORMANCE INDICATORS</b>       |                                                                                                                                                                                                                                                                           |                                                                    |                 |                                   |                                             |                                                                          |                             |                                     |                                    |
| Electricity loss level                                       | Ratio of the volume of electricity losses in the Company's grids (calculated as the difference                                                                                                                                                                            | 15                                                                 | %               | 24.87                             | 27.53                                       | 89 % Not achieved                                                        | <sup>20</sup>               | 24.81                               | 23.34                              |

<sup>15</sup> For 2025, the expected level of achievement of KPIs and penalty indicators is presented taking into account the timing and procedure for preparation of reporting constituting the source information for calculation of the indicators. Final actual values shall be approved by the Board of Directors of Rosseti Northern Caucasus, PJSC.

<sup>16</sup> If the percentage of KPI achievement exceeds 120%, the value indicated shall be deemed equal to 120%; if the percentage of achievement is below 80%, the achievement percentage shall be deemed equal to 0%.

<sup>17</sup> The composition and target values of the indicators were approved by resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated October 6, 2025 (Minutes No. 591 dated October 6, 2025) and are subject to revision (if necessary) by resolution of the Board of Directors of the Company, taking into account the requirements of the Standard Procedure for Calculation of KPIs and FKPIs for the senior management of subsidiaries of Rosseti, PJSC approved by Order of Rosseti, PJSC No. 171 dated April 3, 2025.

<sup>18</sup> Due to the negative value of the ROIC indicator, the EBIT value was used as the target value for 2025.

<sup>19</sup> Failure to achieve the indicator was caused by a decrease in marginal income from sales of electricity and electricity transmission services in the amount of RUB 1,919,008 thousand, resulting from failure to achieve the planned electricity loss level by 2.7 percentage points (plan: 24.9, actual: 27.5%)

<sup>20</sup> 1. Increase in load-related electricity losses due to significant growth in electricity consumption.

2. Adverse temperature conditions.

3. High level of unmetered electricity consumption, including:

- mass connection of consumers in the absence of duly executed technological connection documentation and electricity supply agreements (both in the private residential sector and in apartment buildings) in the Republic of Dagestan and the Republic of Ingushetia;

| Indicator Name                                                                                                           | Calculation Methodology                                                                                                                                                                                                                                                                                                                                                                                                               | Weight in the Remuneration System / Penalty Percentage for 2025, % | Unit  | Target / Threshold Value for 2025 | Actual Value Achieved in 2025 <sup>15</sup> | Achievement Assessment in 2025 (% achieved / not achieved) <sup>16</sup> | Reasons for Non-Achievement | Target Value for 2026 <sup>17</sup> | Target Value in 2027 <sup>21</sup> |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------|-----------------------------------|---------------------------------------------|--------------------------------------------------------------------------|-----------------------------|-------------------------------------|------------------------------------|
|                                                                                                                          | between electricity supplied into the grid and electricity delivered from the grid plus internal consumption for operational needs), increased by the amount of disputes related to prior periods resolved not in favor of the Company, to the volume of electricity supplied into the grid during the reporting period                                                                                                               |                                                                    |       |                                   |                                             |                                                                          |                             |                                     |                                    |
| Readiness for operation during the heating season                                                                        | Indicator assessing the Company's readiness for operation during the heating season based on monthly monitoring conducted by the Ministry of Energy of Russia                                                                                                                                                                                                                                                                         | 20                                                                 | units | 1                                 | 1                                           | 100%, Achieved                                                           | --                          | 1                                   | 1                                  |
| Compliance with the commissioning schedule for facilities                                                                | Ratio of the aggregate actual volume of fixed assets commissioned during the reporting year, determined on the basis of the report on implementation of the Company's investment program (in monetary terms, based on the date of signing of the acceptance certificate for completed construction by the acceptance commission), to the planned value in accordance with the approved investment program and implementation schedule | 15                                                                 | %     | 100                               | 87.4                                        | 87% Partially achieved                                                   | --                          | 100                                 | 100                                |
| <b>INDICATIVE INDICATORS</b>                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                    |       |                                   |                                             |                                                                          |                             |                                     |                                    |
| Achievement of the factor "Efficiency of Electricity Connection Procedures" under the National Investment Climate Rating | The indicator is determined based on the degree of achievement of benchmark indicators for the factor "Efficiency of Electricity Connection Procedures" within the National Investment Climate Rating in constituent entities of the Russian Federation included in the Company's operational responsibility zone.                                                                                                                    | Indicative Indicator                                               | %     | 100.0                             | 87.4                                        | 87%, Partially achieved                                                  | --                          | 100.0                               | 100.0                              |
| <b>PENALTY INDICATORS</b>                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                    |       |                                   |                                             |                                                                          |                             |                                     |                                    |

- a high level of denial of access for personnel to metering devices in the Republic of Dagestan and the Republic of Ingushetia (it is estimated that approximately 80% of metering devices are installed within the consumers' balance ownership boundaries), as well as the requirement to notify consumers in advance of inspections, which allows unscrupulous consumers temporarily to conceal electricity theft;

- cryptocurrency mining;

- unauthorized consumption by water pumping stations (WPS), sewage pumping stations (SPS), street lighting facilities and religious organizations.

4. Failure to implement electricity loss reduction measures (low level of execution discipline).

| Indicator Name                                                                                 | Calculation Methodology                                                                                                                                                                                                                                                                                                                                        | Weight in the Remuneration System / Penalty Percentage for 2025, % | Unit     | Target / Threshold Value for 2025 | Actual Value Achieved in 2025 <sup>15</sup> | Achievement Assessment in 2025 (% achieved / not achieved) <sup>16</sup> | Reasons for Non-Achievement | Target Value for 2026 <sup>17</sup> | Target Value in 2027 <sup>21</sup> |
|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|----------|-----------------------------------|---------------------------------------------|--------------------------------------------------------------------------|-----------------------------|-------------------------------------|------------------------------------|
| Implementation of the Company Development Plan                                                 | When calculating the indicator, the number of activities under the Company Development Plan approved by the Board of Directors of Rosseti, PJSC that were not implemented during the reporting period is taken into account.                                                                                                                                   | -50                                                                | %        | 0                                 | 25%                                         | Not achieved                                                             | — <sup>21</sup>             | 0                                   | 0                                  |
| Maximum amount of disputes regarding loss volumes as of the end of the reporting period (year) | Penalty indicator calculated as the proportion of disputes regarding electricity loss volumes outstanding as of the end of the reporting period (year) (not resolved as of the end of the second month of the year following the reporting year) and not covered by litigation activities, relative to the volume of electricity losses in the Company's grids | -10                                                                | %        | 1.50                              | 0.04                                        | Achieved                                                                 | --                          | 1.50                                | 1.50                               |
| Violation of the procedure for making transactions                                             | Indicator assessing the absence of violations in execution of major transactions, interested-party transactions, as well as transactions requiring approval pursuant to the Company's Charter                                                                                                                                                                  | -10                                                                | quantity | 0                                 | 0                                           | Achieved                                                                 | --                          | 0                                   | 0                                  |
| Violation of the procedure for concluding transactions in Chechenenergo, JSC                   | Indicator assessing the absence of violations in execution of major transactions, interested-party transactions, as well as transactions requiring approval pursuant to the Charter of Chechenenergo, JSC                                                                                                                                                      | -10                                                                | quantity | 0                                 | 0                                           | Achieved                                                                 | --                          | 0                                   | 0                                  |
| Timely implementation of Corrective Action Plans (CAPs)                                        | Indicator assessing the timeliness of implementation by the Company of corrective action plans during the reporting period, developed and approved by the Company based on results of control measures and audits conducted in respect of the Company, including audits performed by audit commissions                                                         | -10                                                                | %        | 90                                | 100                                         | Achieved                                                                 | --                          | 90                                  | 90                                 |

<sup>21</sup> Extension of implementation deadlines for stages 1 and 2 of the Reliability Improvement Program until 2030 and beyond, including due to changes in financing volumes under the federal budget (budget sequestration in 2025–2026).

—Delay in processing initial permitting documentation by executive authorities of a constituent entity of the Russian Federation. On October 17, 2025, a positive conclusion of Rosprirodnadzor (state environmental review of the project) was obtained. On October 10, 2025, a permit was obtained for reconstruction of the 110 kV Adyl-Su substation.

Construction and installation work under the priority measures of the Reliability Improvement Program for the electric grid complex of the Republic of Dagestan were completed in 2024–2025. Only the measures related to reconstruction of the 110 kV Dylm–Tlokh overhead transmission line (Line 167), Stage 2, remain uncompleted due to the prolonged execution of the construction contract (Contract No. 28-25-SMR-DEF dated September 15, 2025) and the seasonal nature of works along the route of Line 167 passing through mountainous areas of the Republic of Dagestan (the Gumbetovsky and Kazbekovsky districts).

| Indicator Name                                                                                                                                                                                 | Calculation Methodology                                                                                                                                        | Weight in the Remuneration System / Penalty Percentage for 2025, % | Unit      | Target / Threshold Value for 2025 | Actual Value Achieved in 2025 <sup>15</sup> | Achievement Assessment in 2025 (% achieved / not achieved) <sup>16</sup> | Reasons for Non-Achievement                                                                                                          | Target Value for 2026 <sup>17</sup> | Target Value in 2027 <sup>21</sup> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-----------|-----------------------------------|---------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------------------------|
| Penalty indicator for untimely, incomplete or inaccurate disclosure of information required for monitoring achievement of Key Performance Indicators and Functional Key Performance Indicators | Indicator assessing the timeliness, completeness and accuracy of information submitted for monitoring actual achievement of KPIs, penalty indicators and FKPIs | %                                                                  | -20       | 100                               | 100                                         | Achieved                                                                 | --                                                                                                                                   | 100                                 | 100                                |
| Implementation of Reliability Improvement Programs                                                                                                                                             | Indicator assessing implementation of reliability improvement program measures in quantitative and monetary terms                                              | %                                                                  | -15 or -5 | 100                               | 111                                         | Achieved                                                                 | -                                                                                                                                    | 100                                 | 100                                |
| Penalty indicator for failure to achieve the results of the approved digital transformation strategy (program)                                                                                 | Indicator assessing achievement of indicators established by the approved digital transformation strategy (program)                                            | %                                                                  | -20       | 100                               | Not calculated                              | Not achieved                                                             | The digital transformation program of Rosseti Northern Caucasus, PJSC has not been approved due to limited internal funding sources. | 100                                 | 100                                |

| FUNCTIONAL KEY PERFORMANCE INDICATORS                          |                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                           |              |                       |                                             |                                                                  |                             |                                     |                                     |
|----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------------|---------------------------------------------|------------------------------------------------------------------|-----------------------------|-------------------------------------|-------------------------------------|
| Indicator Name                                                 | Calculation Methodology                                                                                                                                                                                                                                                                                                                                                                  | Officer Responsible for Achievement of the FKPI                                                                                                                                                                                                                                                                                                                                           | Unit         | Target Value for 2025 | Actual Value Achieved in 2025 <sup>22</sup> | Achievement Assessment (% achieved / not achieved) <sup>23</sup> | Reasons for Non-Achievement | Target Value for 2026 <sup>24</sup> | Target Value for 2027 <sup>28</sup> |
| EBITDA (Operating profit)                                      | Calculated as profit / (loss) before tax, before deduction of depreciation expenses and interest payable, adjusted for impairment / reversal of impairment of fixed assets and revenue from technological connection services                                                                                                                                                            | General Director,<br>First Deputy General Director,<br>Deputy General Director for Economics and Finance,<br>Deputy General Director for Interaction with Government Authorities and Civil Society Institutions,<br>Deputy General Director – Head of the Electric Grid Complex for the Chechen Republic,<br>Deputy General Director for Interaction with Electricity Market Participants | RUB thousand | -5,533,343            | -7,369,041                                  | 0<br>Not achieved                                                | _ <sup>25</sup>             | -4,543,271                          | -3,511,689                          |
| Receipt of the certificate of readiness for the heating season | Timely receipt by the Company of the certificate of readiness for operation during the heating season must be ensured by November 5 of the reporting year in accordance with the Rules for Assessing Readiness of Electric Power Industry Entities for Operation During the Heating Season approved by Resolution of the Government of the Russian Federation No. 543 dated May 10, 2017 | General Director,<br>First Deputy General Director – Chief Engineer,<br>Deputy General Director for Interaction with Government Authorities and Civil Society Institutions                                                                                                                                                                                                                | units        | 1                     | 1                                           | 100% Achieved                                                    | --                          | 1                                   | 1                                   |
| Absence of significant accidents in electric                   | The indicator includes accidents in the Company's electric grids classified by a Rostekhnadzor                                                                                                                                                                                                                                                                                           | First Deputy General Director – Chief Engineer                                                                                                                                                                                                                                                                                                                                            | quantity     | 0                     | 0                                           | 100% Achieved                                                    | --                          | 0                                   | 0                                   |

<sup>22</sup> For 2025, the expected level of achievement of the FKPIs is presented taking into account the timing and procedure for preparation of reporting constituting the source information for calculation of the indicators. Final actual values shall be approved by the Board of Directors of Rosseti Northern Caucasus, PJSC.

<sup>23</sup> If the percentage of achievement of an FKPI exceeds 100%, the value indicated shall be deemed equal to 100%; if the percentage of achievement is below 90%, the achievement percentage shall be deemed equal to 0%.

<sup>24</sup> The composition and target values of the indicators were approved by resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated October 6, 2025 (Minutes No. 591 dated October 6, 2025) and are subject to revision (if necessary) by resolution of the Company's Board of Directors, taking into account the requirements of the Standard Procedure for Calculation of KPIs and FKPIs for the senior management of subsidiaries of Rosseti, PJSC approved by Order of Rosseti, PJSC No. 171 dated April 3, 2025.

<sup>25</sup> Failure to achieve the indicator was caused by a decrease in marginal income from sales of electricity and electricity transmission services in the amount of RUB 1,919,008 thousand, resulting from failure to achieve the planned electricity loss level by 2.7 percentage points (plan: 24.9%; actual: 27.5%).

|                                                 |                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                 |   |     |       |               |    |                                                                                                                             |                                                                                                                             |
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| grids investigated by Rostekhnadzor             | commission pursuant to Clause 4 of the Rules for Investigation of Causes of Accidents in the Electric Power Industry (approved by Resolution of the Government of the Russian Federation No. 846 dated October 28, 2009)                                                                                                                                                                   |                                                                                                                                                                                 |   |     |       |               |    |                                                                                                                             |                                                                                                                             |
| Efficiency of innovation activities             | The integrated indicator of innovation efficiency assesses the degree of achievement of three component indicators: R&D expenditure indicator, innovative product procurement indicator and quality indicator for development (updating) / implementation of the Long-Term Innovation Development Program                                                                                  | First Deputy General Director – Chief Engineer                                                                                                                                  | % | 98  | 104.8 | 100% Achieved | -- | 98                                                                                                                          | 98                                                                                                                          |
| Increase in Labor Productivity Relative to 2022 | Ratio of value added for all types of services to the average annual number of employees. Compared with the base year 2023                                                                                                                                                                                                                                                                 | Deputy General Director for Economics and Finance,<br>Deputy General Director – Chief of Staff,<br>Deputy General Director for Interaction with Electricity Market Participants | % | 15  | 103.3 | 100% Achieved | -- | target values for 2026–2027 will be established following approval of the new methodology for calculation of the indicator. | target values for 2026–2027 will be established following approval of the new methodology for calculation of the indicator. |
| Active employee turnover                        | Ratio of the total number of employees dismissed voluntarily pursuant to Clauses 3 (termination of employment agreement at the employee's initiative) and 5 (transfer of an employee, upon his/her request or consent, to another employer or election to an elected position) of Article 77 of the Labor Code of the Russian Federation to the average headcount for the reporting period | Deputy General Director – Head of the Office                                                                                                                                    | % | 6.5 | 1.5   | 100% Achieved | -- | 6.5                                                                                                                         | 6.5                                                                                                                         |

|                                                                   |                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                         |              |           |           |                   |                 |           |           |
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| Compliance with deadlines for technological connection            | Composite indicator assessing the quality level of technological connection to the grid based on two components: quality of review of technological connection applications and quality of performance under technological connection agreements               | First Deputy General Director<br>Deputy General Director for Investment Activities<br>Deputy General Director for Sales and Service Development                                                                                                         | ratio        | 1.1       | 2.6       | 0<br>Not achieved | _ <sup>26</sup> | 1.1       | 1.1       |
| Debt / EBITDA <sup>27</sup>                                       | Ratio of total long-term and short-term loans and borrowings to EBITDA                                                                                                                                                                                         | Deputy General Director for Economics and Finance                                                                                                                                                                                                       | RUB thousand | 1,042,172 | 955,217   | 100%<br>Achieved  | --              | 1,042,172 | 1,042,172 |
| Efficiency of transition to domestic software                     | Determined as the share (percentage) of installed Russian domestic software in the total volume of software installed in the Company pursuant to the Company's plan approved by the Board of Directors for transition to preferential use of domestic software | Deputy General Director for Special Projects                                                                                                                                                                                                            | %            | 88.9      | 90.6      | 100%<br>Achieved  | --              | 90.0      | 92.0      |
| Overdue accounts receivable for electricity transmission services | Non-exceedance of the actual amount of overdue accounts receivable (excluding moratorium debt) at the end of the reporting period over the target value                                                                                                        | First Deputy General Director,<br>Deputy General Director for Sales and Service Development,<br>Deputy General Director for Corporate Governance,<br>Deputy General Director for Interaction with Government Authorities and Civil Society Institutions | RUB thousand | 5,232,984 | 7,788,699 | 0<br>Not achieved | _ <sup>28</sup> | 4,184,786 | 3,985,049 |

<sup>26</sup> The principal reason for failure to achieve the FKPI was the shortage of funding sources required for implementation of technological connection activities.

<sup>27</sup> Due to the negative value of the Debt / EBITDA indicator, the Debt value is used as the target indicator value.

<sup>28</sup> 1. Non-payment by the territorial grid company DagEnerJi, LLC of debt in the amount of RUB 153.2 mn being recovered through litigation and enforcement proceedings.

2. Non-payments by consumers of the Karachay-Cherkessenergo branch (hereinafter — the "Branch"), including: Chechen City Electric Grids, JSC — RUB 73.7 mn, Urup Mining and Processing Plant, JSC — RUB 38.3 mn, ProfSeriTrade, LLC — RUB 2.5 mn, Magnit Energo, LLC — RUB 0.7 mn (the debt arose in April 2025 as a result of additional charges imposed by the Branch for the period January–March 2025 pursuant to Order No. 149/25 of the Federal Antimonopoly Service of Russia dated March 7, 2025);

3. Non-payments by the electricity supply company Chechen City Electric Grids, JSC for electricity transmission services rendered in the amount of assignments of claims executed with RSK, JSC, which, in turn, relate to obligations offset by the Company through mutual settlements under territorial grid organization agreements against the indebtedness of RSK, JSC outstanding as of December 31, 2024 (the Company's current claims) — BTGC (the Company's obligations arising from January 2025 before RSK, JSC), in the amount of RUB 398.4 mn;

4. Non-payments by the guaranteed supplier Gorelektroset, JSC (Nevinnomyssk) for electricity transmission services rendered in the amount of RUB 215.4 mn (underpayment for August). The Company did not accept the offset of counterclaims of Gorelektroset, JSC against Rosseti Northern Caucasus, PJSC in respect of obligations for August 2025 executed on the basis of assignment by NESC, JSC to Gorelektroset, JSC of NESC, JSC's claims against Rosseti Northern Caucasus, PJSC, due to Resolution of the Arbitration Court of the North Caucasus District dated September 2, 2025 in Case No. A63-19214/2024, which overturned the decision of the Arbitration Court of Stavropol Territory dated December 2, 2024 and the resolution of the 16th Arbitration Court of Appeal dated March 31, 2025 regarding tariff establishment; the claims of NESC, JSC were dismissed;

5. Non-payments by the territorial grid company RSK, JSC in the amount of RUB 846.2 mn within enforcement proceedings;

6. Debt of Ingushenergo, JSC in the amount of RUB 697.1 mn (including non-moratorium debt) has not been written off due to postponement of the bankruptcy procedure until 2026.

|                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                           |                           |           |           |               |    |           |           |
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|                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                           |                           |           |           |               |    |           |           |
| Preservation of the Company's assets                                                                                                                                                                       | The indicator takes into account incidents of theft or intentional damage to the Company's property                                                                                                                                                                                                                                                                                   | Deputy General Director for Security                                                                                                      | %                         | 100       | 100       | 100% Achieved | -- | 100       | 100       |
| Compliance with insider information protection requirements                                                                                                                                                | The indicator takes into account the Company's compliance with insider trading legislation and compliance with deadlines for submission of the Company's insider list to Moscow Exchange, PJSC                                                                                                                                                                                        | Deputy General Director for Security                                                                                                      | quantity                  | 100       | 100       | 100% Achieved | -- | 100       | 100       |
| Maintenance of Stock Listing and Corporate Governance Rating                                                                                                                                               | The indicator is deemed achieved upon simultaneous fulfillment of the following sub-indicators:<br>a) Maintenance of the Company's stock listing<br>b) Maintenance of the Company's corporate governance rating (based on an independent corporate governance assessment)                                                                                                             | Deputy General Director for Corporate Governance                                                                                          | completed / not completed | completed | completed | 100% Achieved | -- | completed | completed |
| Share of contracts concluded following completed procurement procedures conducted electronically                                                                                                           | Calculated as the ratio of the number of procurement procedures conducted electronically that resulted in expenditure contracts to the total number of procurement procedures (competitive and non-competitive) resulting in expenditure contracts                                                                                                                                    | Deputy General Director for Investment Activities                                                                                         | %                         | 70.0      | 79.5      | 100% Achieved | -- | 74.0      | 78.0      |
| Approval of the Company's accounting (financial) statements and maintenance of accounting records without remarks from the auditor and the Auditing Commission based on the reporting period audit results | The actual value of the indicator is determined based on the final documents prepared following audits for the reporting period conducted by the Company's auditor and the Auditing Commission.<br>When assessing achievement of the indicator, comments (errors) falling within the competence of the Accounting and Tax Accounting Department and comments regarding maintenance of | General Director,<br>First Deputy General Director,<br>Chief Accountant – Head of the Accounting, Tax Accounting and Reporting Department | %                         | 100       | 100       | 100% Achieved | -- | 100       | 100       |

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|                                                                           | accounting records in the annual accounting (financial) statements of the Company are taken into account, as well as the materiality threshold established by auditing standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                 |                           |           |           |               |    |           |           |
| Corporate governance control<br>Chechenenergo, JSC                        | To calculate the indicator, penalties imposed by the Bank of Russia for violations of the law on the securities market, the Federal Tax Service of Russia for violations related to the registration of amendments to the constituent documents of Chechenenergo, JSC and the Federal Antimonopoly Service of Russia for failure to submit petitions and notifications related to the execution of transactions by Chechenenergo, JSC with shares (interests), property of commercial organizations, rights in relation to commercial organizations, as well as for violation of the procedure and deadlines for their submission are taken into account. | Deputy General Director for Corporate Governance                                                | completed / not completed | completed | completed | 100% Achieved | -- | completed | completed |
| Staffing level                                                            | The indicator is determined as the ratio of the approved staffing level reduced by the number of vacant positions to the staffing level established by the Company's staffing schedule as of the end of the reporting period                                                                                                                                                                                                                                                                                                                                                                                                                              | Deputy General Director – Head of the Office                                                    | %                         | 92        | 93.7      | 100% Achieved | -- | 92        | 92        |
| Efficiency of transition to the use of domestic radio-electronic products | The indicator is determined as the share (percentage) of procurement by the Company of Russian domestic radio-electronic products in the total procurement volume under the Company's plan for transition to preferential use of domestic radio-electronic products.                                                                                                                                                                                                                                                                                                                                                                                      | First Deputy General Director – Chief Engineer,<br>Deputy General Director for Special Projects | %                         | 78.0      | 78.0      | 100% Achieved | -- | 79.0      | 80.0      |

|                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                          |                                                           |   |     |       |                   |                 |     |     |
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| Efficiency of implementation of additional services                                                             | The indicator assesses achievement of planned revenue from provision of additional services related to other activities and achievement of planned gross profit from provision of additional services related to other activities during the reporting period.                                                                                                                                           | Deputy General Director for Sales and Service Development | % | 100 | 69    | 0<br>Not achieved | _ <sup>29</sup> | 100 | 100 |
| Timeliness of holding the annual General Shareholders Meeting of Rosseti Northern Caucasus, PJSC.               | The annual General Shareholders Meeting (hereinafter — the “AGM”) of the Company shall be held within the timeframes established by Federal Law No. 208-FZ dated December 26, 1995 “On Joint-Stock Companies” (hereinafter — the “JSC Law”). For the purpose of calculating the indicator, instances of violation by the Company of the AGM deadlines established by the JSC Law are taken into account. | Deputy General Director for Corporate Governance          | % | 100 | 100   | 100% Achieved     | --              | 100 | 100 |
| Approval of the Company’s action plan aimed at implementation of the Development Strategy of the Rosseti Group. | When calculating the indicator, account is taken of approval during the reporting period by the Board of Directors of the Company of the Company’s action plan aimed at implementation of the Development Strategy of the Rosseti Group.                                                                                                                                                                 | First Deputy General Director                             | % | 100 | 100   | 100% Achieved     | --              | x   | x   |
| Level of implementation of production and target programs.                                                      | The level of implementation of production and target programs is calculated based on the integrated sub-indicator of execution of the maintenance and repair plan for substations and overhead lines (ITOR), as well as the integrated sub-indicator of execution of target programs (ITP).                                                                                                              | First Deputy General Director – Chief Engineer            | % | 100 | 118.6 | 100% Achieved     | --              | 100 | 100 |

<sup>29</sup> Non-fulfillment of certain measures was attributable to objective factors, including adjustment of priorities under conditions of an acute shortage of operating cash flow and postponement of implementation deadlines for capital-intensive investment and pilot projects until 2026.

|                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                      |      |   |      |                   |                 |   |   |
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| Deviation of the payment level for electricity supplied in the retail market from the value established by the business plan. | The indicator is calculated as the difference between: the ratio of actual to planned payments received through all settlement methods for electric energy supplied to retail markets during the reporting period; and the ratio of actual to planned accruals (including VAT) for electric energy supplied to retail markets during the reporting period. | General Director,<br>First Deputy General Director – Chief Engineer,<br>Deputy General Director for Interaction with Electricity Market Participants | p.p. | 0 | -3.3 | 0<br>Not achieved | _ <sup>30</sup> | 0 | 0 |
|-------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|------|---|------|-------------------|-----------------|---|---|

<sup>30</sup> The low payment collection rate among electricity supply companies (76.8%) is attributable to the presence of bad-faith electricity suppliers affiliated with territorial grid organizations and other owners of electric grid facilities;  
 -- The low payment collection rate among consumers classified as households (61.5%) is attributable to the lack of effective measures aimed at imposing consumption restrictions (disconnections) on non-paying consumers, which, in turn, reflects a low level of personnel performance discipline.

## 2.6. Key Risks

As part of the operation of the Risk Management and Internal Control System (hereinafter, the “RMICS”), the Company regularly identifies and assesses risks, monitors such risks, implements measures aimed at reducing the probability and potential consequences of risk occurrence, and informs shareholders and other stakeholders accordingly.

The Company’s preferred risk level (risk appetite) was approved by the Company’s Board of Directors on October 6, 2025 (Minutes No. 591 dated October 7, 2025).

Preferred risk level (risk appetite) means the maximum acceptable level of risks that the Company considers permissible in the course of achieving its objectives and is prepared to maintain.

Information on the target indicators of the Company’s preferred risk level (risk appetite) is presented in the table below:

| Item No. | Target Indicator of Preferred Risk Level<br>(Risk Appetite)                                                                                                                                                                       |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1        | The Company ensures reliable and high-quality power supply.                                                                                                                                                                       |
| 2        | The Company ensures fulfillment of the obligations set forth in the Occupational Health and Safety Policy, as well as the development and improvement of the occupational health and safety management system and safety culture. |
| 3        | The Company ensures development and increased accessibility of the electric grid infrastructure.                                                                                                                                  |
| 4        | The Company strives to reduce electric energy losses during transmission and distribution.                                                                                                                                        |
| 5        | The Company strives to maintain a stable financial position.                                                                                                                                                                      |
| 6        | The Company strives to reduce (minimize) adverse environmental impact.                                                                                                                                                            |
| 7        | The Company ensures protection of shareholders’ rights.                                                                                                                                                                           |
| 8        | The Company does not tolerate violations of the requirements established by the legislation of the Russian Federation.                                                                                                            |
| 9        | The Company strives to ensure technological and innovative development through research activities and implementation of scientific developments.                                                                                 |
| 10       | The Company ensures development of the human resources capacity of the electric grid complex and maintains a consistently high level of staffing.                                                                                 |

In 2025, risks within the Company were assessed according to three materiality levels representing a consolidated assessment of the probability and consequences of risk occurrence:

**Critical** risks are unacceptable for the Company and are subject to priority management.

**Significant** risks are not critical but have a substantial impact on the Company’s operations and are subject to management.

**Moderate** risks do not materially affect the Company’s operations but are subject to periodic monitoring.

For risks assessed as Significant or Critical, the Company developed and approved the Company Risk Management Action Plan for 2025 (Minutes of the Management Board No. 470 dated March 20, 2025).

### Information on Management of Key Risks Assessed as “Significant” and “Critical”

| Item No. | Risk ID | Risk Description                                                                                                                                                                                                                         | Risk Materiality Level | Risk Management Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.       | OR-2    | Occupational accident occurrence                                                                                                                                                                                                         | Critical               | 1. Ensuring safe working conditions through the provision of certified and high-quality protective equipment, cleansing and neutralizing agents, serviceable tools and devices, and monitoring of their proper use.<br>2. Ensuring safe working conditions through the implementation and use of technologies enabling safe performance of work and safe working conditions.<br>3. Ensuring safe working conditions through compliance with regulations governing technical operation, occupational health and safety, fire, industrial and environmental safety, including during design, construction, reconstruction and technical modernization activities.<br>4. Timely conduct of occupational safety briefings with verification of the quality of comprehension thereof.<br>5. Ensuring effective functioning and continuous improvement of the occupational health and safety management system. |
| 2.       | OR-5    | Exceeding the established target level of electricity losses (%)                                                                                                                                                                         | Significant            | 6. Monitoring implementation of measures under the loss reduction program and organizational measures aimed at reducing losses.<br>7. Monitoring compliance with electricity loss level indicators.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 3.       | OR-6    | Violation of deadlines for technological connection                                                                                                                                                                                      | Significant            | 5. Monitoring compliance with statutory deadlines for submission of technological connection offers.<br>6. Timely execution of technological connection certificates under agreements for which all required measures have been completed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 4.       | FR-1    | Failure to achieve the planned revenue level from electricity transmission services                                                                                                                                                      | Critical               | 7. Detection of unmetered and non-contractual electricity consumption.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 5.       | FR-2    | Failure to achieve the planned revenue level from technological connection services                                                                                                                                                      | Significant            | 8. Monitoring performance under technological connection agreements.<br>9. Monitoring timely provision of inventory and materials for technological connection purposes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 6.       | FR-3    | Failure to achieve the planned revenue level from additional (non-tariff) services                                                                                                                                                       | Significant            | 10. Implementation of measures aimed at extending contracts and resolving potential disagreements with applicants for additional (non-tariff) services, as well as preventing contract termination.<br>11. Measures aimed at promoting additional (non-tariff) services.<br>12. Monitoring achievement of business plan target indicators related to the provision of additional (non-tariff) services.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 7.       | FR-4    | Exceeding the planned level of uncontrollable operating expenses: for purchase of electricity to compensate for losses, payment for electricity transmission services through TGO networks and the Unified National Electric Grid (UNEG) | Critical               | 13. Ensuring achievement of a 100% payment level for obligations related to electricity transmission services through TGO networks and UNEG, as well as for electricity purchased to compensate for losses; settlement of disputes with counterparties; implementation of all available measures to control accounts payable at the stage of enforcement of final court decisions (including settlement agreements, restructuring, etc.), or write-off thereof where legal grounds exist.                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 8.       | FR-5    | Exceeding the planned level of other operating expenses (controllable and uncontrollable)                                                                                                                                                | Significant            | 14. Monitoring execution of the expense budget in strict compliance with the Business Plan.<br>15. Monitoring compliance with the requirements of Directive No. 2303p-P13 of the Government of the Russian Federation dated April 16, 2015 regarding annual reduction of operating expenses (costs) by at least 2–3%.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 9.       | FR-6    | Exceeding the planned level of interest expenses                                                                                                                                                                                         | Significant            | 16. Monitoring the debt capital market.<br>17. Considering the possibility of early repayment / refinancing of high-cost loans using own and/or borrowed funds.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

| Item No. | Risk ID | Risk Description                                                                                                                            | Risk Materiality Level | Risk Management Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------|---------|---------------------------------------------------------------------------------------------------------------------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10.      | FR-7    | Exceeding the planned level of overdue accounts receivable for electricity transmission services                                            | Significant            | 18. Ensuring 100% coverage of overdue accounts receivable for electricity transmission services through claims and litigation procedures, as well as settlement thereof through comprehensive measures at the stage of enforcement of final court decisions (settlement agreements, restructuring, etc.), or write-off thereof where legal grounds exist.<br>19. Ensuring unconditional compliance with the deadlines for submission and approval of quarterly Action Plans for reduction of overdue debt for consideration by the Board of Directors of Rosseti Northern Caucasus, PJSC, approval of quarterly Action Plans aimed at reducing the level of overdue accounts receivable and allowance for doubtful debts, as well as achievement of planned indicators for repayment/reduction of overdue accounts receivable. |
| 11.      | FR-8    | Exceeding the planned debt burden level                                                                                                     | Significant            | 20. Compliance with the Company's Credit Policy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 12.      | FR-9    | Restriction / inability to attract the required amount of financing                                                                         | Significant            | 21. Monitoring the debt capital market.<br>22. Analysis and search for alternative sources of financing for projects and activities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 13.      | FR-11   | Failure to achieve the planned financial result from electricity sales                                                                      | Significant            | 23. Monitoring execution of electricity supply and electricity sale and purchase agreements.<br>24. Implementation of organizational and technological measures aimed at reducing electricity losses, including identification of unmetered (non-contractual) consumption cases, and monitoring implementation thereof.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 14.      | LR-7    | Violation of legislation on joint-stock companies and securities legislation in the area of insider information use and market manipulation | Significant            | 25. The control procedure officer maintains the Company's insider list and provides it to trading organizers through which transactions involving financial instruments are carried out, as well as to the Bank of Russia upon written request.<br>26. The control procedure officer notifies the Company's insiders of their inclusion in and exclusion from the insider list.<br>27. The control procedure officer informs the Company's executive bodies about unlawful use of insider information.<br>28. The control procedure officer collects, processes, records and stores notifications submitted by the Company's insiders regarding transactions executed by them with the Company's financial instruments.                                                                                                        |
| 15.      | LR-8    | Violation of tax and levy legislation and accounting legislation                                                                            | Significant            | 29. Recruitment of personnel in accordance with qualification requirements established in job descriptions.<br>30. Financial incentives for employees in accordance with Section 5 "Principles and Procedure for Performance-Based Bonuses" of the Regulations on Remuneration of Rosseti Northern Caucasus, PJSC.<br>31. Monitoring completeness of recording business transactions on the basis of primary accounting documents, followed by closing of the reporting period in the automated system "1C: Enterprise".                                                                                                                                                                                                                                                                                                       |
| 16.      | LR-9    | Commission of corruption-related offenses by the Company's employees                                                                        | Significant            | 32. Monitoring personnel compliance in the area of anti-corruption activities through execution by the Company's employees of an Agreement on Compliance with the Anti-Corruption Policy and initial disclosure of information regarding any conflict of interest upon hiring.<br>33. Verification of information regarding assets, income and property-related obligations of managers (and members of their families).<br>34. Review of reports concerning possible corruption-related facts.                                                                                                                                                                                                                                                                                                                                |

| Risk Map of Rosseti Northern Caucasus, PJSC for 2025 |                |               |              |               |              |              |
|------------------------------------------------------|----------------|---------------|--------------|---------------|--------------|--------------|
| Probability Level                                    | Extremely high |               |              |               |              | OR-2         |
|                                                      | High           | FR-3<br>FR-5  | FR-6<br>FR-8 | FR-11<br>FR-2 | FR-7<br>OR-6 | FR-1<br>FR-4 |
|                                                      | Medium         |               |              | LR-8<br>LR-9  | OR-5         |              |
|                                                      | Low            |               |              | LR-7          |              |              |
|                                                      | Extremely low  |               |              |               | FR-9         |              |
|                                                      |                | Extremely low | Low          | Medium        | Significant  | Critical     |
| Impact Level                                         |                |               |              |               |              |              |

### Risk Realization

Information regarding realization of critical and significant risks is reviewed by the Company's management bodies as part of the Report on the Organization, Functioning and Effectiveness of the Company's Risk Management and Internal Control System for 2025.

The Company also takes into account the following risks in the course of its operations.

### Information Security and Cyber Threat Risks

This category includes risks associated with distortion or theft of "sensitive" information during its receipt, processing, storage or transmission, including through the use of modern information technologies. If such risk materializes, unauthorized access to the Company's information resources may occur through hacker attacks, malicious software, dissemination of malicious information and spam (cyber threats), which may compromise the integrity, confidentiality and availability of the Company's information resources. As a consequence, the

Company's software and technical systems may become unable to perform their intended functions, causing material and reputational damage to the Company.

Cyber threats include dissemination of malicious information and spam that threaten the information security of individuals, companies, and the state. The most significant sources of malicious information are considered to be viruses, spyware and malicious software, which, in addition to spreading spam, reduce the speed of information channels and increase traffic load. Cyber threats also include phishing attacks (creation of mirror websites to obtain confidential information and use it unlawfully), system failures (loss of unsaved data and equipment malfunction), and DDoS attacks (simultaneous hacker attacks from a large number of computers aimed at disrupting system operations).

The most effective methods of combating cyber threats are considered to be the use of firewalls and antivirus protection systems.

For the purpose of minimizing risks and ensuring effective and reliable protection of commercial information, personal data, and other types of confidential information within the Company's information resources, the following systems have been implemented and are in operation:

- information protection systems within the Company's personal data information systems;
- data leakage prevention systems (DLP systems) designed to protect, detect and prevent leakage of confidential information from corporate information systems and to record unlawful user actions;
- a client-server encryption and access management system for the information resources of the corporate information system;
- a SIEM information security event monitoring and correlation system;
- a secure remote access system;
- antivirus information protection systems.

During the reporting period, no information security risks were identified within the Company.

## **Sustainability Risks**

### **• Environmental Risk**

In the course of its operations, the Company ensures compliance with the most advanced requirements aimed at reducing environmental impact and possesses all necessary mechanisms intended to minimize environmental risks.

The Environmental Policy of the electric grid complex defines the Company's operating principle as dynamic development combined with the most efficient use of natural resources and preservation of a favorable environment.

The key areas of implementation of the Company's Environmental Policy include:

- compliance with the requirements and standards established by the environmental legislation of the Russian Federation and international environmental protection regulations;
- establishment of uniform environmental requirements for the activities of electric grid complex entities;
- prioritization of preventive measures aimed at avoiding adverse environmental impacts over measures intended to eliminate the negative environmental consequences of such impacts;
- implementation of energy-saving and energy-efficiency improvement measures;
- use within the electric grid complex of the best available technologies and innovations ensuring compliance with environmental protection requirements and minimization of adverse environmental impact, including the use of cable lines and self-supporting insulated wires in the distribution grid complex;
- replacement of gasoline and diesel fuel with environmentally friendly motor fuels and use of electric vehicles within electric grid complex organizations;

- development of charging infrastructure and increase in the overall share of electric vehicles in the Russian Federation;
- restriction of industrial and construction activities within specially protected natural areas;
- preservation of biodiversity and restoration of disturbed lands;
- ensuring environmentally safe waste management practices;
- ensuring compliance by contractors, during design, construction, reconstruction and technical modernization of electric grid facilities, with the requirements of the legislation of the Russian Federation and the Company's environmental protection and environmental safety requirements;
- ensuring openness and accessibility of environmental information, including informing all stakeholders of accidents, their environmental consequences, and remediation measures;
- improvement of the industrial environmental control system;
- active participation in improvement of the regulatory framework governing environmental protection and environmental safety;
- involvement of personnel in activities aimed at ensuring environmental safety, environmental protection, and rational use of natural resources;
- improvement of qualifications of personnel operating electric grid facilities in the field of environmental protection and environmental safety;
- continuous enhancement of the Company's image as an environmentally responsible company.

#### • **Natural and Climatic Risk**

The following hazardous natural phenomena posing threats to electric grid facilities may occur within the Company's areas of operation:

- 1) Floods and inundations:
  - Stavropol Territory: Andropovsky, Mineralovodsky and Predgorny districts;
  - Republic of Dagestan: Kizlyarsky and Kizilyurtovsky districts;
  - Karachay-Cherkess Republic: Cherkessk, Karachayevsky, Khabezsky and Prikubansky districts;
  - Republic of North Ossetia–Alania: valleys of the Ardon, Ursdon, Fiagdon, Terek, and Uruk rivers.
- 2) Mudflows and landslides:
  - Kabardino-Balkarian Republic: Tyrnyauz;
  - Karachay-Cherkess Republic: Urupsky, Karachayevsky, Ust-Dzhegutinsky, Zelenchuksky and Khabezsky districts;
- 3) Avalanches: Karachay-Cherkess Republic: Karachayevsky and Zelenchuksky districts.
- 4) Wildfires: throughout the entire service area of the Company.

In 2025, mudflow incidents were recorded in the town of Tyrnyauz (July 21, 2025, and July 31, 2025) due to heavy precipitation (rainfall) in the mountainous areas of the Kabardino-Balkarian Republic:

- On July 21, 2025, a powerful mudflow descended along the Gerkhozhan-Suu River in Tyrnyauz (Kabardino-Balkarian Republic). The mudflow was caused by heavy rainfall in the mountains. The mudflow destroyed the concrete foundation of reinforced concrete support pole (SV 110) No. 12 of the 6 kV overhead transmission line F-620 of the 6 kV Vodogreynaya distribution point (branch of Rosseti Northern Caucasus, PJSC – Kabbalkenergo), resulting in breakage of phase conductors “A,” “B” and “C” between support poles 12–14 and deformation of the crossarm on support pole 12.

- On July 31, 2025, another powerful mudflow descended in Tyrnyauz. The mudflow caused no damage to the Company's electric grid complex (branch of Rosseti Northern Caucasus, PJSC – Kabbalkenergo), and no consumers experienced power outages.

To prevent emergencies caused by the impact of natural factors on facilities, the Company carries out activities aimed at implementing an ice load monitoring system and equipment for de-

icing operations at sections most exposed to ice formation. In addition, during reconstruction or construction of new facilities, work is performed on the development of engineering and technical civil defense measures projects, which include measures aimed at preventing emergencies caused by natural factors. In order to prevent fires beneath overhead transmission lines, vegetation clearing is performed along transmission line routes by specialized units.

Measures to ensure protection of equipment are implemented in accordance with the action plans of emergency response and fire safety commissions under emergency conditions. The main equipment at facilities is generally protected against damaging factors caused by emergencies. Engineering and technical measures plans ensuring sustainable operation of facilities have been developed in accordance with operational regulations.

### 3. Performance Results

#### 3.1. Operating Results

##### 3.1.1. Production Performance Results

##### Production Performance Results for 2025

| Company Branch                | Electricity Supplied to the Grid, mn kWh | Electricity Delivered from the Grid to Consumers and Adjacent TGOs Within the Boundaries of Balance Sheet and Operational Responsibility, mn kWh | Losses       |              |
|-------------------------------|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|
|                               |                                          |                                                                                                                                                  | mn kWh       | %            |
| Kabbalkenergo                 | 1,992                                    | 1,614                                                                                                                                            | 378          | 18.97        |
| Karachayevo-Cherkesskenenergo | 1,373                                    | 1,169                                                                                                                                            | 204          | 14.85        |
| Sevkavkazenergo               | 1,729                                    | 1,430                                                                                                                                            | 299          | 17.29        |
| Stavropolenergo               | 8,420                                    | 7,691                                                                                                                                            | 729          | 8.65         |
| Ingushenergo                  | 1,170                                    | 531                                                                                                                                              | 639          | 54.61        |
| Dagenergo                     | 9,243                                    | 4,903                                                                                                                                            | 4,339        | 46.95        |
| <b>Total for branches</b>     | <b>23,926</b>                            | <b>17,338</b>                                                                                                                                    | <b>6,587</b> | <b>27.53</b> |

Based on the Company's performance results for 2025, the volume of electricity delivered from the grid to consumers and adjacent territorial grid organizations within the boundaries of balance sheet and operational responsibility amounted to 17,338 mn kWh, which exceeds the 2024 figure (16,884 mn kWh) by 455 mn kWh, or 2.69%.

##### Actual Electricity Losses in 2024–2025

| Company Branch                | Electricity Losses |              |              |              |                  |              |
|-------------------------------|--------------------|--------------|--------------|--------------|------------------|--------------|
|                               | 2024 Actual        |              | 2025 Actual  |              | Change 2025/2024 |              |
|                               | mn kWh             | %            | mn kWh       | %            | mn kWh           | p.p.         |
| Kabbalkenergo                 | 382                | 19.83        | 378          | 18.97        | -17              | -0.86        |
| Karachayevo-Cherkesskenenergo | 201                | 14.24        | 204          | 14.85        | 8                | 0.61         |
| Sevkavkazenergo               | 302                | 17.48        | 299          | 17.29        | -3               | -0.19        |
| Stavropolenergo               | 742                | 8.93         | 729          | 8.65         | -24              | -0.28        |
| Ingushenergo                  | 638                | 56.56        | 639          | 54.61        | -23              | -1.95        |
| Dagenergo                     | 4,431              | 48.81        | 4,339        | 46.95        | -172             | -1.86        |
| <b>Total for branches</b>     | <b>6,696</b>       | <b>28.40</b> | <b>6,587</b> | <b>27.53</b> | <b>-208</b>      | <b>-0.87</b> |

Actual electricity losses in the Company's electric grids amounted to 6,587 mn kWh, or 27.53% of electricity supplied to the grid. Compared to the same period of the previous year, despite a 1.47% increase in electricity supplied to the grid, electricity losses decreased by 208 mn kWh, or 0.87 percentage points.

Based on the results of 2025, a decrease in the electricity loss level across the Company was recorded compared to the corresponding period of the previous year.

### 3.1.2. Settlements for Electricity and Electricity Transmission Services

#### **Financial Indicators Related to the Collection Rate for Electricity Transmission Services and Electricity Supplied in the Retail Market, Settlements with Grid Organizations and Electricity Suppliers**

| Indicator                                                     | Unit | Period         |                |                | Change<br>2025/2024, % |
|---------------------------------------------------------------|------|----------------|----------------|----------------|------------------------|
|                                                               |      | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual |                        |
| Collection rate for electricity transmission services         | %    | 94.2           | 95.6           | 90.5*          | -5.1                   |
| Level of settlements with grid operators**                    | %    | 101.4          | 111.1          | 94.0           | -17.1                  |
| Collection rate for electricity supplied in the retail market | %    | 82.5           | 84.3           | 82.2           | -2.1                   |
| Level of settlements with electricity suppliers               | %    | 93.4           | 90.8           | 95.5           | 4.7                    |

\* The collection rate excluding reinstated debt of previous years in the Kabardino-Balkarian Republic in the amount of RUB 2,388.3 mn, including counterparties Kabbalkenergo JSC (guaranteeing supplier) (reinstatement of RUB 1,327.6 mn) and MUE Kabbalkkommunenergo (TGO) (reinstatement of RUB 1,060.7 mn) following challenges to transactions and application of consequences of their invalidity within bankruptcy cases Nos. A20-3936/2020 and A20-3791/2021, as well as repayment of register debt of Kabbalkenergo JSC in the amount of RUB 371.7 mn for the 12 months of 2025, amounted to 97.00%, exceeding the result for the corresponding period of the previous year by 1.44 percentage points, or RUB 11,306.3 mn.

\*\* Until January 1, 2025, the Company carried out settlements for electricity transmission services with grid companies under executed electricity transmission service agreements both as a guaranteeing supplier and as a territorial grid organization. From January 1, 2025, pursuant to Federal Law No. 185-FZ "On Amendments to the Federal Law 'On the Electric Power Industry' and Certain Legislative Acts of the Russian Federation", settlements for transmission services with grid companies are carried out by the Company acting as a backbone territorial grid company.

### 3.1.3. Technological Connection

#### **Information on the Dynamics of Demand Volumes and Technological Connection Services Rendered, and the Dynamics of Revenue from Technological Connection Services**

In 2025, the Company's electric grid branches received 19,813 applications for technological connection to the grid with a total requested capacity of 898 MW, which is 11% lower than in 2024 (22,268 applications). The total capacity under the received applications in 2025 was 15% lower (898 MW in 2025 compared to 1,059.5 MW in 2024).

In 2025, the number of executed technological connection agreements (hereinafter also referred to as "TC Agreements") amounted to 14,457 agreements with a total capacity of 461.2 MW, which represents a 10% decrease in quantity compared to the corresponding period of 2024 and an 18% decrease in total capacity (16,079 agreements with a total capacity of 564.3 MW).

The number of completed agreements in 2025 amounted to 12,626 agreements with connected capacity totaling 497 MW (a 16% decrease in quantity and a 15% increase in total capacity compared to 2024: 15,106 completed agreements with a total capacity of 424.6 MW). At the same time, completed TC Agreements relating to the preferential category of applicants with

capacity up to 150 kW accounted for 98% of the total number of TC Agreements, with connected capacity amounting to 157 MW.

Based on the Company's business plan for 2025 and forecast indicators for the period 2026–2029, approved by the Company's Board of Directors on July 28, 2025 (Minutes No. 586 dated July 30, 2025), the technological connection targets for 2025 were not achieved:

- the indicator "Revenue from TC services" was not achieved, with performance amounting to 31% of the planned level (plan: RUB 3,005,877.72 thousand excluding VAT; actual: RUB 939,576.42 thousand excluding VAT), although exceeding the result for the corresponding period of 2024 by RUB 435,143.99 thousand excluding VAT;

- the indicator "Connected Capacity Volume" was not achieved and amounted to 45% of the planned level (plan: 1,111.72 MW; actual: 496.92 MW);

- the indicator "Number of Connections" was achieved only partially, with performance amounting to 83% of the planned level (plan: 15,178 connections; actual: 12,626 connections).

The deviation from the Company's business plan indicators for 2025 is attributable to the following factors:

1. The primary reason for the failure to achieve the "Number of Connections" and "Revenue from TC Services" indicators was the Company's failure to fulfill obligations under TC Agreements for the preferential category of applicants with capacity up to 150 kW due to insufficient financing sources for TC activities in 2025, as well as delays involving applicants in the category above 670 kW, the largest of which include:

- VGTRK Elbrus (RUB 1,230.6 mn excluding VAT) — postponement of implementation deadlines to 2026–2027;

- VetROGK (Novolakskaya Wind Power Plant, Stages VII–X) (RUB 422 mn excluding VAT) — postponement of implementation deadlines to 2026;

- Arkhyz-1700 (RUB 65.2 mn excluding VAT) — failure of municipal authorities to approve overhead transmission line routes;

- SZ Kislovodsk LLC (RUB 34.2 mn) — failure of municipal authorities to approve overhead transmission line routes.

2. The decrease in the "Connected Capacity Volume" indicator is also attributable to the non-fulfillment and postponement of activities under TC Agreements in the category above 670 kW and for generation facilities. Of the planned 111 TC Agreements with maximum capacity totaling 852.1 MW scheduled for completion in 2025, only 52 TC Agreements with maximum capacity totaling 271.6 MW were completed.

### **Information on Technological Connection of Socially Significant, Large-Scale and Infrastructure Facilities**

In 2025, the Company completed technological connection activities for major facilities of significant importance to the economic development of the constituent entities of the North Caucasian Federal District. Connections were provided for socially significant facilities, including kindergartens, schools, outpatient clinics, polyclinics and other institutions, as well as electric vehicle charging stations.

In the Stavropol Territory, 8 healthcare institutions and 10 preschool and secondary education institutions were connected to the power grid. A number of these facilities were constructed and modernized as part of federal and regional programs. In total, socially significant facilities were provided with nearly 0.8 MW of capacity. In addition, the power receiving installations of 137 small and medium-sized enterprises were connected to the electric grid, including 21 agricultural facilities with aggregate capacity totaling 1.35 MW.

Furthermore, the Company connected the following facilities to the electric grid: the greenhouse complex of ZAO SHP KAVKAZ with capacity of 9 MW, three electric vehicle charging stations with aggregate capacity of 0.45 MW, and 1,715 individual housing construction facilities with total capacity of 19.7 MW.

In the Kabardino-Balkarian Republic, healthcare facilities with aggregate capacity of 1.1

MW and five secondary education institutions with aggregate capacity of 1 MW were connected to the power grid. In addition, power receiving installations of 83 agricultural facilities with total capacity of 11.66 MW were connected to the electric grid.

Furthermore, the Company connected the agricultural facility of Green-Pik Kenzhe LLC with maximum capacity of 0.95 MW, as well as two electric vehicle charging stations with aggregate capacity of 0.3 MW, and 1,618 facilities used by individuals for household purposes (not related to commercial activities) with total capacity of 11.9 MW.

In the Karachay-Cherkess Republic, three healthcare institutions and eight preschool and secondary education institutions were connected to the power grid. As part of the electricity supply program for socially significant facilities, aggregate capacity of 4.6 MW was provided to more than 212 small and medium-sized enterprises, including nine agricultural facilities with total capacity of 3.2 MW.

In addition, the Company connected the construction site of the airport complex with allocated capacity of 8 MW, one electric vehicle charging station with aggregate capacity of 0.15 MW, and more than 737 individual housing construction facilities with total capacity of 7.7 MW.

In the Republic of North Ossetia–Alania, healthcare institutions and secondary schools with an aggregate connected capacity of 0.62 MW were connected to the power grid. In addition, three electric vehicle charging stations with a total connected capacity of 0.66 MW were commissioned.

Furthermore, 514 individual housing construction facilities with total capacity of 4.1 MW were connected.

In the Republic of Ingushetia, two healthcare facilities with aggregate capacity of 0.8 MW were connected to the power grid. In addition, the Company ensured connection of the power receiving installations of 98 small and medium-sized enterprises, including one agricultural facility with total capacity of 1.3 MW.

Furthermore, 17 residential construction facilities with total capacity of 0.15 MW were connected to the electric grid.

In the Republic of Dagestan, healthcare institutions and secondary schools with aggregate capacity of 0.06 MW, as well as agricultural facilities with total maximum capacity of 0.8 MW, were connected to the power grid.

In addition, renewable energy generation facilities were connected to the grid, including the Novolak Wind Power Plant of Wind Power OGC-3 JSC and the Zodiac Solar Power Plant of Novaya Energiya LLC, with aggregate maximum capacity totaling 235 MW.

Furthermore, more than 3,542 individual housing construction facilities with aggregate capacity of 23.9 MW were connected to the electric grid.

#### Performance Indicators for Technological Connection Services

| Indicator                                               | Unit  | Period       |              |             | Change<br>2025/2024, % |
|---------------------------------------------------------|-------|--------------|--------------|-------------|------------------------|
|                                                         |       | 2023         | 2024         | 2025        |                        |
| TC applications accepted                                | units | 20,674       | 22,268       | 19,813      | -11.0                  |
|                                                         | kW    | 1,450,925.55 | 1,059,514.32 | 898,026.0   | -15.2%                 |
| TC Agreements executed                                  | units | 15,096       | 16,079       | 14,457      | -10.1                  |
|                                                         | kW    | 936,225.19   | 564,298.08   | 461,238.7   | -18.3                  |
| TC Agreements completed                                 | units | 13,518       | 15,106       | 12,626      | -16.4                  |
|                                                         | kW    | 427,171.85   | 424,599.89   | 496,919.4   | 17.0                   |
| Active TC Agreements                                    | units | 14,730       | 16,022       | 18,399      | 14.8                   |
|                                                         | kW    | 1,603,325.37 | 1,743,256.86 | 1,706,798.4 | -2.1                   |
| Structure of Completed Agreements by Applicant Category |       |              |              |             |                        |
| Up to and including 15 kW                               | units | 12,444       | 13,913       | 11,404      | -18.0                  |

|                                                                                                                |           |           |            |           |       |
|----------------------------------------------------------------------------------------------------------------|-----------|-----------|------------|-----------|-------|
| Above 15 kW and up to and including 150 kW                                                                     | units     | 875       | 955        | 968       | 1.4   |
| Above 150 kW and below 670 kW                                                                                  | units     | 170       | 179        | 203       | 13.4  |
| 670 kW and above                                                                                               | units     | 24        | 50         | 49        | -2.0  |
| Generation facilities                                                                                          | units     | 5         | 9          | 2         | -77.8 |
| Up to and including 15 kW                                                                                      | kW        | 97,858.46 | 113,137.49 | 96,512.9  | -14.7 |
| Above 15 kW and up to and including 150 kW                                                                     | kW        | 55,343.29 | 60,760.39  | 60,821.5  | 0.1   |
| Above 150 kW and below 670 kW                                                                                  | kW        | 59,381.60 | 64,563.21  | 67,987.6  | 5.3   |
| 670 kW and above                                                                                               | kW        | 38,588.50 | 83,238.80  | 79,697.4  | -4.3  |
| Generation facilities                                                                                          | kW        | 176,000   | 102,900    | 191,900.0 | 86.5  |
| <b>Revenue from Technological Connection Activities by Applicant Category</b>                                  |           |           |            |           |       |
| Up to and including 15 kW                                                                                      | RUB<br>mn | 137.96    | 200.19     | 192.45    | -3.9  |
| Above 15 kW and up to and including 150 kW                                                                     | RUB<br>mn | 45.17     | 66.25      | 44.63     | -32.6 |
| Above 150 kW and below 670 kW                                                                                  | RUB<br>mn | 47.45     | 57.79      | 52.40     | -9.3  |
| 670 kW and above                                                                                               | RUB<br>mn | 30.62     | 110.87     | 650.09    | 486.4 |
| Generation facilities                                                                                          | RUB<br>mn | 129.22    | 0.03       | 0.01      | -53.8 |
| <b>Structure of Completed Agreements by Industry</b>                                                           |           |           |            |           |       |
| Individuals                                                                                                    | units     | 11,201    | 12,536     | 10,273    | -18.1 |
| Section A. Agriculture, Forestry, Hunting, Fishing and Fish Farming                                            | units     | 180       | 181        | 188       | 3.9   |
| Section B. Mining                                                                                              | units     | 9         | 5          | 4         | -20.0 |
| Section C. Manufacturing                                                                                       | units     | 20        | 15         | 17        | 13.3  |
| Section D. Electricity, Gas, Steam and Air Conditioning Supply (35.11 Electricity Generation and Subdivisions) | units     | 50        | 48         | 38        | -20.8 |
| Section F. Construction                                                                                        | units     | 155       | 147        | 97        | -34.0 |
| Section G. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles                                | units     | 107       | 117        | 98        | -16.2 |
| Section H. Transportation and Storage                                                                          | units     | 45        | 17         | 6         | -64.7 |
| Section J. Information and Communication Activities                                                            | units     | 278       | 403        | 266       | -34.0 |
| Section P. Education                                                                                           | units     | 32        | 28         | 23        | -17.9 |

|                                                                                                                |       |           |            |           |         |
|----------------------------------------------------------------------------------------------------------------|-------|-----------|------------|-----------|---------|
| Section Q. Health and Social Services Activities                                                               | units | 59        | 53         | 24        | -54.7   |
| Other                                                                                                          | units | 1,382     | 1,556      | 1,592     | 2.3     |
| Individuals                                                                                                    | kW    | 88,214.85 | 101,494.10 | 86,694.8  | -14.6   |
| Section A. Agriculture, Forestry, Hunting, Fishing and Fish Farming                                            | kW    | 25,928    | 38,071.50  | 44,598.0  | 17.1    |
| Section B. Mining                                                                                              | kW    | 1,618.0   | 4,500      | 1,235.0   | -72.6   |
| Section C. Manufacturing                                                                                       | kW    | 3,348     | 4,433      | 12,790.0  | 188.5   |
| Section D. Electricity, Gas, Steam and Air Conditioning Supply (35.11 Electricity Generation and Subdivisions) | kW    | 179,507   | 111,606.90 | 181,747.0 | 62.8    |
| Section F. Construction                                                                                        | kW    | 19,880    | 13,511.60  | 24,030.0  | 77.8    |
| Section G. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles                                | kW    | 4,114     | 7,460.50   | 6,730.0   | -9.8    |
| Section H. Transportation and Storage                                                                          | kW    | 3,421.0   | 331.6      | 3,887.0   | 1,072.2 |
| Section J. Information and Communication Activities                                                            | kW    | 3,098     | 4,976.20   | 2,972.0   | -40.3   |
| Section P. Education                                                                                           | kW    | 3,637     | 4,323.70   | 2,007.0   | -53.6   |
| Section Q. Health and Social Services Activities                                                               | kW    | 1,527     | 14,019.10  | 2,143.0   | -84.7   |
| Other                                                                                                          | kW    | 92,879    | 119,871.70 | 128,085.6 | 6.9     |

### 3.1.4. Additional (Non-Tariff) Services

In 2025, the Company provided a broad range of additional (non-tariff) services within its core business areas in accordance with the price list approved by Order No. 177r dated May 21, 2025. The range of services rendered covered both infrastructure-related and service-oriented activities, including:

- services (additional services);
- lease of electric grid facilities;
- lease for placement of fiber-optic communication lines, telecommunications and lighting equipment;
- maintenance and repair services for consumers' electric grid facilities;
- testing and diagnostics of electrical equipment, protective equipment and devices;
- rearrangement of electric grid facilities in the interests of customers;
- construction and installation work for external lighting power grids;
- construction and installation work, reconstruction and modernization of electric grid facilities;
- electric energy metering services (installation/replacement, repair and installation of metering devices);
- rearrangement of electric grid facilities in the interests of customers;
- consulting services;
- consumer disconnection/reconnection services and consumption restriction services;

- transportation and specialized equipment services;
- maintenance and repair of outdoor lighting networks;
- dismantling work for electrical equipment within consumers' internal electrical networks.

Additional (non-tariff) services are provided in accordance with a unified procedure covering:

- completion and submission of an application for the requested service;
- execution of a service agreement;
- payment for services under the agreement;
- execution of an acceptance certificate upon completion of the services rendered.

The use of a standard customer service process ensures transparency in interactions with applicants and improves management efficiency of service delivery processes.

Based on the Company's operating results for 2025, revenue from other activities according to accounting records amounted to RUB 575.868 mn, against the planned target of RUB 829.290 mn, including revenue from additional (non-tariff) services.

| Indicator                                                          | Unit   | Period    |         |         |                        |
|--------------------------------------------------------------------|--------|-----------|---------|---------|------------------------|
|                                                                    |        | 2023      | 2024    | 2025    | Change<br>2025/2024, % |
| Revenue from additional (non-tariff) services and other activities | RUB mn | 1,108.803 | 317.683 | 575.868 | 81.27                  |
| Lease and placement services                                       | RUB mn | 116.110   | 155.700 | 382.816 | 145.87                 |
| Technical maintenance and repair services                          | RUB mn | 15.421    | 9.683   | 6.936   | -29.68                 |
| Construction and installation work                                 | RUB mn | 880.537   | 62.307  | 92.121  | 47.85                  |
| Consulting and organizational/technical services                   | RUB mn | 25.880    | 20.530  | 24.694  | 20.28                  |
| Agency services                                                    | RUB mn | 2.798     | 3.444   | 3.434   | -0.29                  |
| Telecommunications and information technology services             | RUB mn | 0         | 0       | 0       | 0                      |
| Other services within other activities                             | RUB mn | 68.057    | 66.016  | 65.865  | -0.23                  |
| Other miscellaneous services                                       | RUB mn | 0         | 0       | 0       | 0                      |
| Share of non-tariff revenue from other activities                  | %      | 4         | 4       | 4       | 0                      |

One of the key areas of non-tariff activities during the reporting period was "Lease and Placement Services" primarily due to systematic efforts aimed at legalization of unauthorized placement of fiber-optic communication lines on the Company's electric grid facilities. As a result of the measures implemented, revenue amounted to RUB 372.5 mn, representing growth of 154% compared to the previous year (RUB 146.6 mn).

A significant contribution to non-tariff revenue generation was also made through the implementation of projects within the "Construction and Installation Work" business line, including:

- conversion of a 35 kV overhead transmission line section into a cable line within a residential development infrastructure area in the city of Vladikavkaz, Republic of North Ossetia–Alania, amounting to RUB 40.559 mn;
- relocation of electric grid facilities from the construction zone of the "Vladikavkaz – Ardon – Chikola – Lesken II" highway (Chikola bypass) in the Republic of North Ossetia–Alania,

amounting to RUB 28.687 mn;

- relocation of cable and overhead lines from development zones in the city of Vladikavkaz, amounting to RUB 10.992 mn;

- relocation of a 10 kV overhead transmission line section from the 35 kV Yasnaya Polyana – 1 substation in Stavropol Territory, amounting to RUB 3.965 mn.

As part of the development of service offerings, the Company continued providing technical maintenance and repair services for high-voltage power facilities, including the 110/10 kV Farmatsevt substation, which supplies electricity to residents of the city of Stavropol and the Shpakovsky District of Stavropol Territory. In the near future, this substation is also expected to be involved in the technological connection of a major facility — wastewater treatment facilities of the regional capital.

The 2025 results demonstrate a gradual recovery in the volume of non-tariff activities. Revenue growth from additional (non-tariff) services amounted to 81% compared to 2024.

### 3.1.5. Interaction with Consumers

The Company comprises six branches: Stavropolenergo, Kabbalkenergo, Karachayevo-Cherkesskenenergo, Sevkavkazenergo, Ingushenergo and Dagenergo.

The Company's consumer interaction policy is customer-centric and aimed at ensuring simplicity and accessibility in interactions with service consumers. Customer centricity is implemented through the establishment and operation of a centralized customer service system.

Interaction with consumers is arranged in accordance with the requirements of the Service Quality Standards for Consumers of Rosseti Northern Caucasus, PJSC Services through three service formats: in-person service, remote service and interactive service, which may also be categorized as a form of remote service.

The Company's information exchange with consumers is carried out through the following communication channels:

- In-person service involves direct interaction between consumers and the Company's customer service offices — Customer Service Centers located in the cities of Makhachkala and Vladikavkaz, as well as 106 customer service points established at the Company's district and municipal electric grid divisions. In 2025, 28.9 thousand consumers used this service format.

- Remote service by telephone is provided through the energy hotline "Bright Line 220" available via the federal number 8-800-220-0-220. Calls to the "Bright Line 220" hotline are free of charge. Incoming calls to the hotline via the federal number 8-800-220-0-220 and the unified short number 220 are accepted around the clock without weekends or interruptions on a 24x7x365 basis. In 2025, the "Bright Line 220" hotline received 318.3 thousand consumer inquiries via the federal number 8-800-220-0-220.

- Through the Company's administrative office, 14.7 thousand consumer inquiries were received and processed.

- Interactive service.

Electronic (interactive) customer service is provided through the Technological Connection Portal available on the Internet at: <https://портал-тп.рф>, as well as through the TP Portal mobile application and the "Bright Country portal. In 2025, 45.1 thousand consumer inquiries were received through interactive services.

In total, the Company received 826.9 thousand consumer inquiries in 2025, which exceeded the number of inquiries in 2024 by 45.3%, including:

- 46.1 thousand service applications, including 20.3 thousand applications for technological connection and 2.7 thousand applications for additional services;

- 2.04 thousand consumer complaints, including: 0.32 thousand relating to technological connection; 0.59 thousand relating to electric power quality; 0.64 thousand relating to power outages; 0.1 thousand relating to maintenance of electric grid facilities; 0.05 thousand relating to

commercial electricity metering; 0.19 thousand relating to electricity supply activities; 0.2 thousand relating to other matters.

### Changes Implemented in 2025 and Planned for 2026

To improve the quality and accessibility of the Company's services, as well as to assess customer satisfaction with the services provided, consumer surveys were conducted in 2025 using questionnaires. A total of 1,885 respondents participated in the survey. Overall, 1,615 respondents expressed satisfaction with the Company's operations. An "AI Agent" service utilizing artificial intelligence technologies was implemented within the unified contact center for customer support purposes.

The following measures are planned for 2026:

- conducting written consumer surveys;
- informing consumers through mass media and online services in order to provide necessary information;
- further development of the in-person customer service infrastructure;
- further development of the remote customer service infrastructure;
- expansion of the range of additional paid services.

The quality of customer service may be assessed based on the achievement of the planned service quality indicator for technological connection established in accordance with the requirements of the electric power industry legislation. By decisions of the authorized state tariff regulation authorities, the following target service quality indicators were established for the 2024–2025 period.

| Name of Grid Company within the Constituent Entity of the Russian Federation | Year | Quality Level of Goods (Services) Supplied     |                                        |
|------------------------------------------------------------------------------|------|------------------------------------------------|----------------------------------------|
|                                                                              |      | Quality Indicator for Technological Connection | Quality Indicator for Customer Service |
| Stavropolenergo Branch                                                       | 2024 | 1                                              | Not approved                           |
|                                                                              | 2025 | 1                                              | Not approved                           |
| Kabbalkenergo Branch                                                         | 2024 | 1                                              | Not approved                           |
|                                                                              | 2025 | 1                                              | Not approved                           |
| Karachayevo-Cherkesskenenergo Branch                                         | 2024 | 1                                              | Not approved                           |
|                                                                              | 2024 | 1                                              | Not approved                           |
| Sevkavkazenergo Branch                                                       | 2024 | 1                                              | Not approved                           |
|                                                                              | 2025 | 1                                              | Not approved                           |
| Ingushenergo Branch                                                          | 2024 | 1                                              | 0.8975                                 |
|                                                                              | 2025 | 1                                              | 0.8975                                 |
| Dagenergo Branch                                                             | 2024 | 1                                              | Not approved                           |
|                                                                              | 2025 | 1                                              | Not approved                           |

Based on the Company's performance in achieving the established reliability and service quality targets during 2024–2025, the following actual results were achieved.

| Name of Grid Company within the Constituent Entity of the Russian Federation | Year | Quality Level of Goods (Services) Supplied     |                                        |
|------------------------------------------------------------------------------|------|------------------------------------------------|----------------------------------------|
|                                                                              |      | Quality Indicator for Technological Connection | Quality Indicator for Customer Service |

|                                      |      |        |              |
|--------------------------------------|------|--------|--------------|
| Stavropolenergo Branch               | 2024 | 1.0200 | Not approved |
|                                      | 2025 | 1.0593 | Not approved |
| Kabbalkenergo Branch                 | 2024 | 1.1749 | Not approved |
|                                      | 2025 | 1.1464 | Not approved |
| Karachayevo-Cherkesskenenergo Branch | 2024 | 1.392  | Not approved |
|                                      | 2025 | 1.5294 | Not approved |
| Sevkavkazenergo Branch               | 2024 | 1.8966 | Not approved |
|                                      | 2025 | 2.4250 | Not approved |
| Ingushenergo Branch                  | 2024 | 1.0746 | 0.81764      |
|                                      | 2025 | 1.3414 | 0.85097      |
| Dagenergo Branch                     | 2024 | 1.660  | Not approved |
|                                      | 2025 | 1.4084 | Not approved |

\* Calculations were performed in accordance with the methodology approved by Order of the Ministry of Energy of Russia No. 1256 dated November 29, 2016.

The target quality indicator for technological connection for 2025 was established at the level of 1 for all branches. The actual indicator values for 2025 amounted to:

a) Stavropolenergo — 1.0593, representing a deviation of 0.59% from the established target values, with the permissible deviation threshold being 25%;

b) Kabbalkenergo — 1.1464, representing a deviation of 14.64% from the established target values, with the permissible deviation threshold being 25%;

c) Ingushenergo — 1.3414, representing a deviation of 34.14% from the established target values, with the permissible deviation threshold being 25%.

The customer service quality indicator for the Ingushenergo Branch for 2025 was established at the level of 0.8975. The actual indicator amounted to 0.8509, representing a deviation of 5.2% from the established target values, with the permissible deviation threshold being 25%.

d) Dagenergo — 1.4084, exceeding the established target value by 40.84%, with the permissible deviation threshold set at 25%;

e) Sevkavkazenergo — 2.4250, representing a deviation of 142.5% from the established target values, with the permissible deviation threshold being 25%;

f) Karachayevo-Cherkesskenenergo — 1.5294, representing a deviation of 52.94% from the established target values, with the permissible deviation threshold being 25%.

| Indicators                                               | Unit           | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual | Change<br>2025/2024, % |
|----------------------------------------------------------|----------------|----------------|----------------|----------------|------------------------|
| Total number of customer inquiries                       | thousand units | 355.4          | 569.1          | 826.9          | 0.5                    |
| Share of inquiries received through digital channels     | %              | 6.1            | 7.5            | 5.5            | -0.3                   |
| Share of complaints regarding inadequate service quality | %              | 74.2           | 73.5           | 81.1           | 0.1                    |
| <b>Breakdown of Inquiries by Communication Channel:</b>  |                |                |                |                |                        |
| Customer service offices                                 | thousand units | 28.9           | 28.9           | 36.7           | 0.3                    |
| “Bright Line 220” power engineers’ hotline               | thousand units | 266.5          | 260.8          | 318.3          | 0.2                    |

|                             |                |      |      |      |      |
|-----------------------------|----------------|------|------|------|------|
| Digital services            | thousand units | 24.5 | 26.7 | 24.4 | -0.1 |
| Social media and messengers | thousand units | 7.2  | 16.0 | 20.7 | 0.3  |

### 3.1.6. Investment Activities

Investment planning constitutes an integral part of the Company's business planning and budgeting system. When preparing the investment program, the impact of its implementation on the Company's overall economic performance is taken into account. In pursuing its investment policy, which is reflected in the annual investment programs, the Company implements measures aimed at:

- maintaining equipment operation necessary to ensure sufficient, reliable and uninterrupted power supply to consumers;
- reducing operating costs, including through improved equipment efficiency;
- modernization of fixed assets;
- ensuring operational safety of equipment;
- commissioning new capacity where necessary to cover load deficits or create reserve capacity;
- unconditional fulfillment of obligations related to technological connection of consumers;
- preparation for obtaining the readiness certificate for the autumn-winter period.

### Dynamics of Investment Program Implementation in 2023–2025

| Indicators                            | Unit   | Actual   |          |          |                        |
|---------------------------------------|--------|----------|----------|----------|------------------------|
|                                       |        | 2023     | 2024     | 2025     | Change<br>2025/2024, % |
| Investment Program Performance        |        |          |          |          |                        |
| Amount of financing                   | RUB mn | 4,501.70 | 7,593.92 | 8,107.36 | 7                      |
| Capital expenditures utilized         | RUB mn | 3,506.44 | 6,029.80 | 6,294.42 | 4                      |
| Fixed assets commissioned             | RUB mn | 3,246.35 | 5,310.35 | 6,114.66 | 15                     |
| Commissioning of transformer capacity | MVA    | 66.58    | 349.32   | 546.28   | 56                     |
| Commissioning of transmission lines   | km     | 287.93   | 376.84   | 2,372.16 | 530                    |

### Key Parameters of the 2025 Investment Program

The Company's investment program for 2025 was approved by Order of the Ministry of Energy of Russia No. 23@ dated December 25, 2025.

| Constituent Entity of the Russian Federation | Capital Expenditures Utilized | Fixed Assets Commissioned | Financing         | Capacity Commissioned |          |
|----------------------------------------------|-------------------------------|---------------------------|-------------------|-----------------------|----------|
|                                              | RUB mn, excl. VAT             | RUB mn, excl. VAT         | RUB mn, incl. VAT | MVA                   | km       |
| Stavropol Territory                          | 1,156.03                      | 1,267.33                  | 968.34            | 44.19                 | 129.97   |
| Republic of Dagestan                         | 2,875.25                      | 2,031.84                  | 4,398.47          | 207.08                | 121.61   |
| Kabardino-Balkarian Republic                 | 227.14                        | 132.33                    | 616.41            | 7.73                  | 12.48    |
| Republic of North Ossetia–Alania             | 1,120.56                      | 1,582.99                  | 1,227.83          | 281.15                | 2,038.47 |
| Karachayevo-Cherkess Republic                | 579.76                        | 621.61                    | 342.79            | 6.14                  | 44.29    |

| Constituent Entity of the Russian Federation  | Capital Expenditures Utilized | Fixed Assets Commissioned | Financing         | Capacity Commissioned |                 |
|-----------------------------------------------|-------------------------------|---------------------------|-------------------|-----------------------|-----------------|
|                                               | RUB mn, excl. VAT             | RUB mn, excl. VAT         | RUB mn, incl. VAT | MVA                   | km              |
| Republic of Ingushetia                        | 335.68                        | 478.57                    | 553.53            | 0.00                  | 25.35           |
| <b>Total for Rosseti North Caucasus, PJSC</b> | <b>6,294.42</b>               | <b>6,114.66</b>           | <b>8,107.36</b>   | <b>546.28</b>         | <b>2,372.16</b> |

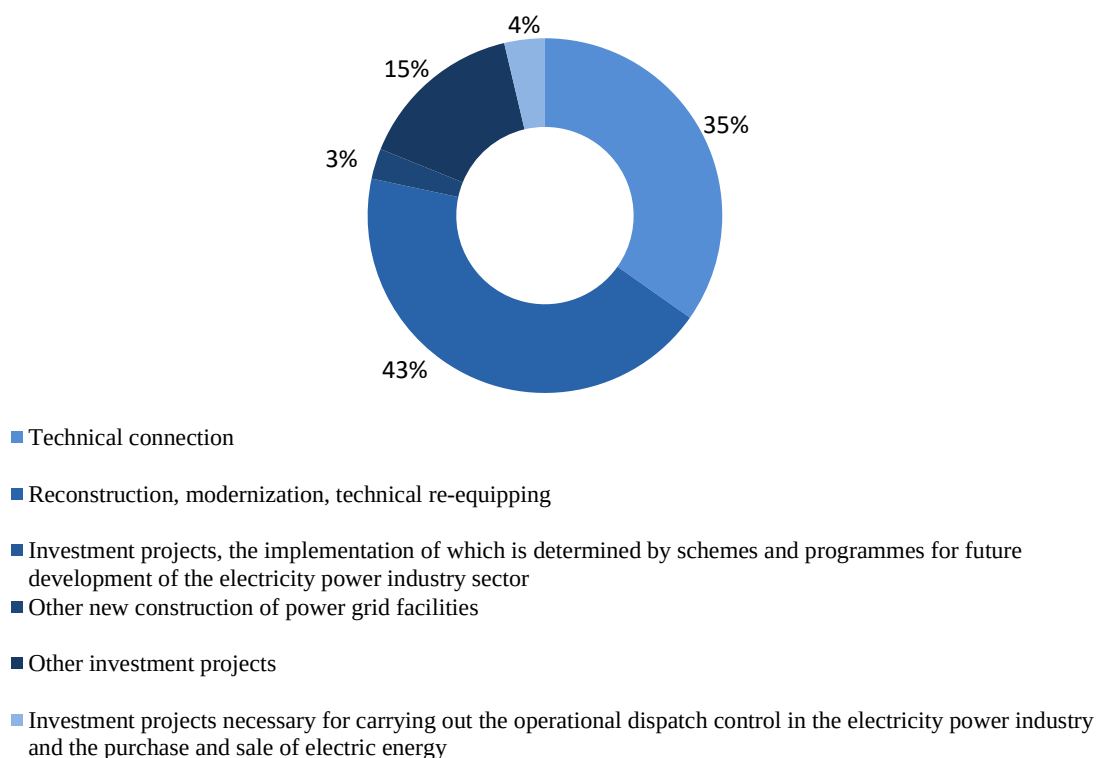
### Areas and Structure of Capital Investment Financing

In 2025, the Company carried out activities aimed at improving the reliability and continuity of power supply to consumers, increasing installed capacity to enable the connection of additional loads and extending the service life of power facilities.

The volume of investments by area of activity included the following:

- for technological connection activities, the actual financing volume in 2025 amounted to RUB 2,869.47 mn, including VAT;
- for reconstruction, modernization and technical re-equipment of facilities, the actual financing volume in 2025 amounted to RUB 3,487.50 mn, including VAT;
- for other new construction projects related to electric grid facilities, the actual financing volume in 2025 amounted to RUB 224.20 mn, including VAT;
- for investment projects required for operational dispatch control activities in the electric power industry and electricity trading operations, the actual financing volume in 2025 amounted to RUB 299.62 mn, including VAT;
- for other investment projects, the actual financing volume in 2025 amounted to RUB 1,226.57 mn, including VAT.

### Structure of Capital Investment Financing of Rosseti North Caucasus, PJSC for 2025, %

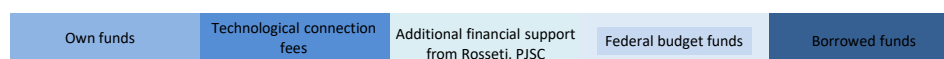
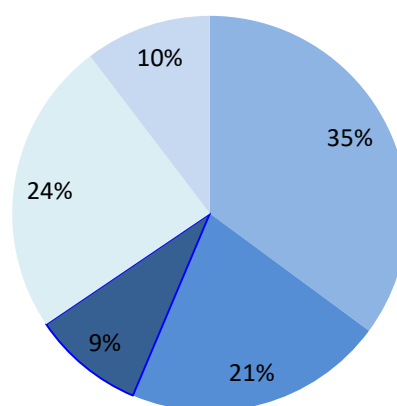
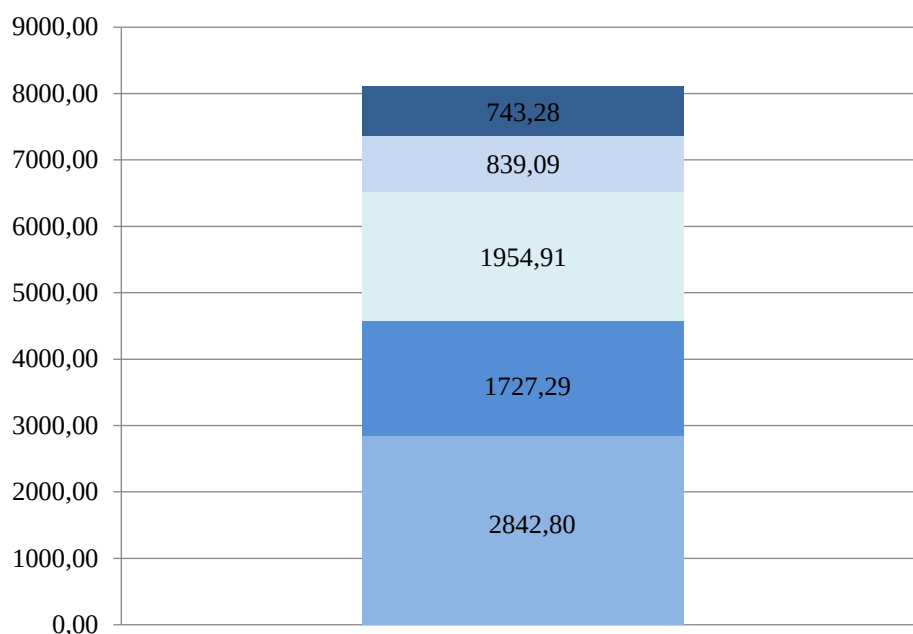


The Company's total financing volume in 2025 amounted to RUB 8,107.36 mn.

Financing in 2025 was provided through the following sources:

- own funds in the amount of RUB 2,842.80 mn;
- technological connection fees in the amount of RUB 1,727.29 mn;
- financial support funds provided by Rosseti, PJSC in the amount of RUB 1,954.91 mn;
- borrowed funds in the amount of RUB 743.28 mn;
- federal budget funds in the amount of RUB 839.09 mn.

#### Structure of Sources of Capital Investment Financing in 2025, RUB mn, %



#### Results of the 2025 Investment Program Implementation

Information on the results achieved in 2025 through the implementation of measures included in the investment program in accordance with Order of the Ministry of Energy of Russia No. 177 dated March 14, 2017:

- 36 facilities affecting the transformer substation load factor indicator;
- 1 facility affecting the indicator measuring changes in the share of useful electricity output generated through electricity metering devices integrated into the data collection and transmission system;
- 16 facilities affecting the indicator measuring changes in the average duration of interruptions in electricity transmission to consumers;
- 16 facilities affecting the indicator measuring changes in the average frequency of interruptions in electricity transmission to consumers;
- 5,583 fulfilled obligations of the grid company related to technological connection implemented under the investment program;
- 227 MW — maximum connected capacity of electricity consumers, power generation facilities and electric grid facilities owned by other grid companies or third parties.

During the reporting period, the Company implemented a number of significant projects under its investment program.

**Stavropol Territory.** Among the largest facilities commissioned in 2025, the following projects are to be noted:

- reconstruction of the 110 kV Airport Substation, including replacement of two 6.3 MVA transformers with 10 MVA transformers and construction of two 6 kV transmission lines with a total length of 2.118 km from the 110 kV Airport Substation for the technological connection of Creditinvest LLC. The commissioned transmission line length amounted to 2.10 km and transformer capacity amounted to 20 MVA;
- reconstruction of the 35 kV Beshtaugorets Substation, construction of a 10 kV cable line with a length of 12.644 km, installation of two package transformer substations (BKTP-2x1000 kVA) and two package transformer substations (BKTP-2x630 kVA), as well as construction of a 0.4 kV cable line with a length of 9.001 km for technological connection of the power receiving facilities of the “Kurortny” residential complex located at: Yegorshina Street, Pyatigorsk, Stavropol Territory. Technological connection agreement No. 48964/2024/STV/CES/PRES dated March 26, 2024; applicant — Specialized Developer Kurortny LLC. The commissioned transmission line length amounted to 21.645 km and transformer capacity amounted to 7.92 MVA.

**Republic of Dagestan.** Among the largest facilities commissioned in 2025, the following projects are to be noted:

- measures implemented under the Action Plan (Program) for reduction of electricity losses in the electric grids of Dagenergo, a branch of Rosseti North Caucasus, PJSC;
- reconstruction of substations and transmission lines under the Program for Modernization and Reliability Enhancement of the Electric Grid Complex of the Republic of Dagestan (110 kV Botlikh Substation, 110 kV Yaryksu Substation, 110 kV Gunib Substation, 110 kV Derbent-Zapadnaya Substation, 110 kV Vostochnaya Substation, 35 kV Shamkhal–Sulak Transmission Line (VL-35-23), 110 kV Shamilskoye–Antsukh Transmission Line (VL-110-195), and tap lines to the Gidatl Substation from the Shamilskoye–Antsukh Transmission Line (VL-110-195)). The commissioned transmission line length amounted to 52.12 km and transformer capacity amounted to 129 MVA.

**Kabardino-Balkarian Republic.** The main volume of commissioned facilities in 2025 related to the implementation of technological connection measures for preferential-category consumers’ power receiving facilities.

**Republic of North Ossetia–Alania.** Among the largest facilities commissioned in 2025, the following projects are to be noted:

- measures implemented under the Action Plan (Program) for reduction of electricity losses in the electric grids of Sevkavkazenergo, a branch of Rosseti North Caucasus, PJSC.
- acquisition of electric grid assets of Alaniaelektroset, JSC. The commissioned transmission line length amounted to 1,785.60 km and transformer capacity amounted to 273.54 MVA.

**Karachayevo-Cherkess Republic.** Among the largest facilities commissioned in 2025, the following projects are to be noted:

- implementation of electricity metering systems at facilities of Karachayevo-Cherkesskenergo, a branch of Rosseti North Caucasus, PJSC;
- measures implemented under the Action Plan (Program) for reduction of electricity losses in the electric grids of Karachayevo-Cherkesskenergo, a branch of Rosseti North Caucasus, PJSC.

**Republic of Ingushetia.** Among the largest projects implemented in 2025, the projects carried out under the Action Plan (Program) for reduction of electricity losses in the electric grids of Ingushenergo, a branch of Rosseti North Caucasus, PJSC, are to be noted.

### **Long-Term Investment Program**

The draft investment program was approved by resolution of the Company's Board of Directors on May 12, 2025 (Minutes No. 582 dated May 13, 2025) and submitted to the Ministry of Energy of the Russian Federation for approval. The Company's long-term investment program for 2025–2029 was approved by Order of the Ministry of Energy of Russia No. 23@ dated December 25, 2025 “On Approval of the Investment Program of Rosseti North Caucasus, PJSC for 2025–2029 and Amendments to the Company's Investment Program Approved by Order of the Ministry of Energy of Russia No. 47@ dated December 28, 2024”.

#### **Key Parameters of the Long-Term Investment Program of Rosseti North Caucasus, PJSC for 2026–2029**

| Indicators                            | Unit   | Plan     |          |          |          |
|---------------------------------------|--------|----------|----------|----------|----------|
|                                       |        | 2026     | 2027     | 2028     | 2029     |
| Amount of financing                   | RUB mn | 6,180.02 | 4,681.93 | 5,140.70 | 4,034.99 |
| Capital expenditures utilized         | RUB mn | 6,389.27 | 3,624.41 | 4,868.72 | 2,594.59 |
| Fixed assets commissioned             | RUB mn | 7,002.54 | 4,063.20 | 5,764.22 | 2,477.88 |
| Commissioning of transformer capacity | MVA    | 213.28   | 45.58    | 136.77   | 39.25    |
| Commissioning of transmission lines   | km     | 533.55   | 343.56   | 166.80   | 163.04   |

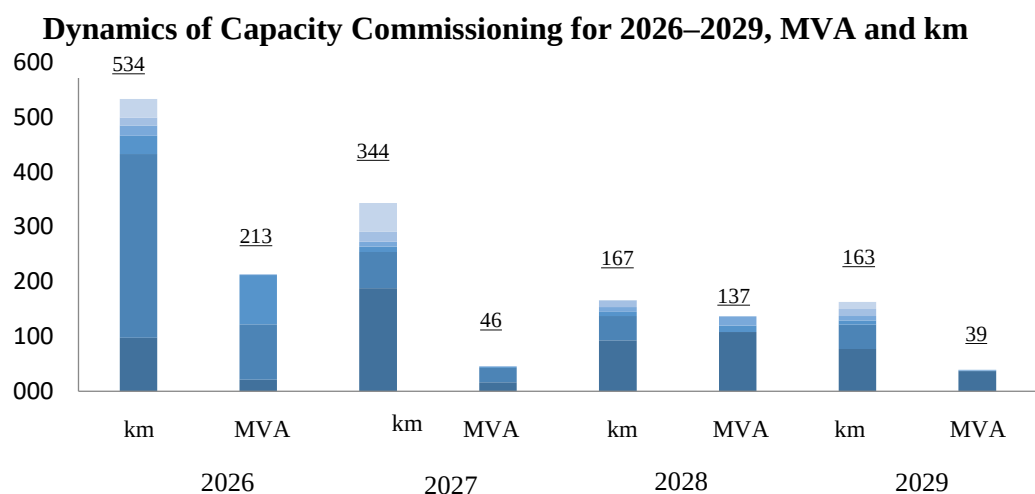
The decrease in financing volumes beginning from 2027 is attributable to completion of activities related to the technological connection of the Elbrus All-Season Tourist and Recreation Complex, completion of reconstruction of the 110 kV Novy Chirkey Substation under technological connection agreement No. 59342/2024/DE/BUYNRES, as well as completion of construction and reconstruction of 10–0.4 kV networks under the Action Plan (Program) for reduction of electricity losses in the electric grids of the Kaitag District Electric Networks of Dagenergo, a branch of Rosseti North Caucasus, PJSC.

The Company's Investment Program for the 2025–2029 was developed taking into account regional development plans, the technical condition of electric grids, the significance of power supply facilities, as well as the current economic development situation in the Russian Federation.

The decisions adopted in developing the investment program comply with the legislation of the Russian Federation.

In 2026, capital expenditures utilized and fixed assets commissioning are planned in the amounts of RUB 6,389.27 mn, excluding VAT, and RUB 7,002.54 mn, excluding VAT, respectively. Significant projects planned for implementation in 2026 include activities related to the technological connection of the Elbrus All-Season Tourist and Recreation Complex, construction and reconstruction of 10–0.4 kV networks under the Action Plan (Program) for reduction of electricity losses in the electric grids of the Kaitag District Electric Networks of Dagenergo, a branch of Rosseti North Caucasus, PJSC, reconstruction of the 110 kV Novy Chirkey Substation, construction of the 110 kV Novolakskaya Wind Farm – Artem transmission line, as

well as projects implemented under the Program for Modernization and Reliability Enhancement of the Electric Grid Complex of the Republic of Dagestan and the Republic of Ingushetia.



| Constituent entity of the Russian Federation | 2026   |        | 2027   |       | 2028   |        | 2029   |       |
|----------------------------------------------|--------|--------|--------|-------|--------|--------|--------|-------|
|                                              | km     | MVA    | km     | MVA   | km     | MVA    | km     | MVA   |
| Stavropol Territory                          | 97.77  | 20.79  | 188.27 | 16.58 | 93.06  | 108.26 | 77.33  | 36.85 |
| Republic of Dagestan                         | 334.87 | 101.49 | 66.00  | 26.30 | 44.00  | 0.00   | 44.00  | 0.00  |
| Kabardino-Balkarian Republic                 | 33.52  | 89.55  | 9.50   | 1.45  | 8.00   | 11.36  | 7.70   | 1.36  |
| Republic of North Ossetia–Alania             | 18.66  | 1.45   | 9.30   | 1.25  | 8.80   | 17.15  | 8.50   | 1.04  |
| Karachayevo-Cherkess Republic                | 14.38  | 0.00   | 17.61  | 0.00  | 12.14  | 0.00   | 12.50  | 0.00  |
| Republic of Ingushetia                       | 34.35  | 0.00   | 52.89  | 0.00  | 0.80   | 0.00   | 13.01  | 0.00  |
| TOTAL                                        | 533.55 | 213.28 | 343.56 | 45.58 | 166.80 | 136.77 | 163.04 | 39.25 |

### 3.1.7. Innovation Activities

The Company's innovation activities in 2025 were carried out in accordance with the Innovation Development Program for 2024–2029 with an outlook until 2035<sup>1</sup> (the “Innovation Development Program” or the “IDP”) and the Company's Innovation Development Policy<sup>2</sup> developed for the purpose of establishing effective mechanisms aimed at modernization of the electric grid complex, enhancement of scientific, technical and inventive activities, adaptation to the implementation of innovations and improvement and further development of the innovation system (the “Policy”).

The IDP defines and systematizes the Company's innovation, scientific and technical activities and establishes measures in the field of scientific, technical, technological and innovative development. The requirements of the IDP are binding on all structural subdivisions of the Company engaged in the organization, implementation and control of technological development, innovation, modernization of the electric grid complex and development and automation of management systems.

The objective of innovation development is the transition to an electric grid of a new technological paradigm with fundamentally new characteristics in terms of reliability, efficiency, accessibility, controllability and customer focus of the electric grid complex as a whole. An electric grid of a new technological paradigm shall mean an electric power system characterized by the following key features:

<sup>1</sup> Approved by the Company's Board of Directors (Minutes No. 583 dated May 28, 2025).

<sup>2</sup> Approved by the Company's Board of Directors (Minutes No. 503 dated June 17, 2022). In 2026, the Company's Board of Directors approved a revised version of the Innovation Development Policy (Minutes No. 598 dated February 04, 2026).

- automatic grid management based on distributed (multi-agent) control principles;
- real-time self-diagnostics of parameters and operating modes of the power system, individual facilities and equipment units in order to improve system and customer reliability, reduce operating costs, etc.;
- flexible automatic network reconfiguration in response to changes in network parameters and topology (including accident prevention and self-restoration of the grid following failures);
- provision of specialized services to various categories of consumers.

Implementation of the IDP is aimed at creating effective conditions within the Company to ensure:

- achievement of labor productivity targets and creation of high-performance jobs as provided for by Decree of the President of the Russian Federation No. 596 dated May 07, 2012 “On Long-Term State Economic Policy”;
- development and implementation of measures aimed at phasing out obsolete and inefficient technologies and introducing modern Russian technologies;
- the Company’s leadership within its industry as compared to peer companies, including foreign peers;
- growth of long-term investment in fundamental and applied research and development;
- alignment of the innovation development program with approved long-term development programs, the investment program, other corporate documents and state strategic planning documents.

The Policy defines the key objectives, principles and instruments of the Company’s innovation development.

The key principles of the Company’s innovation development are as follows:

1. Implementation of the state policy regarding innovative development of the electric grid complex of the Russian Federation.
2. Integrity of the innovation cycle from research and development to implementation and scaling of innovation results, with priority given to integrated projects.
3. Feasibility of innovation projects aimed at improving technologies, business processes and management methods.
4. Enhancement of the reliability, safety and environmental sustainability of the electric grid complex.
5. Priority use of Russian innovative technologies, equipment and materials.
6. Priority implementation of projects aimed at developing critical and cross-cutting technologies.
7. Promotion of the establishment of associations integrating educational, research, experimental design and production components.
8. Participation of all structural subdivisions of the executive office and the Company’s branches in innovation activities, as well as fostering an innovation culture within the Company.
9. Development of human resources potential, including staffing support for innovation activities and enhancement of employees’ innovation engagement.
10. Development of a management system for rights to intellectual property results generated through innovation activities.
11. Active cooperation with participants of the industry innovation ecosystem, including development institutions, research organizations, higher education institutions, engineering and design organizations, small and medium-sized enterprises, and leading manufacturers of electrical equipment.
12. Maximum utilization of existing scientific and technological groundwork in innovation activities, as well as systematization, storage and creation of conditions for the effective use of newly generated knowledge.
13. Development of tools for identifying, selecting and implementing innovative technologies, and application of best available technologies and practices in the field of innovation development.

14. Establishment of an effective innovation management system.

The principal instruments of the Company's innovation development are:

1. Innovation Development Program.
2. Technology register covering the main areas of innovation development.
3. Knowledge management system.
4. Innovation management system.
5. Management system for intellectual property results generated through innovation activities.

**As part of the Company's Innovation Development Program areas, the following activities were implemented in 2025:**

1. Development of the Production Asset Management System (hereinafter also referred to as the "PAMS").

The primary objective of PAMS development is to improve enterprise management efficiency. Financing in 2025 amounted to RUB 22.579 mn (VAT inclusive).

The objectives of PAMS development are:

- creation of a unified corporate information environment enabling the use of all accumulated production process data for managerial decision-making;
- creation of an integrated management system for maintenance, diagnostics and technical inspection of electric grid equipment;
- establishment of a fast and reliable document workflow mechanism;
- maximum automation of routine accounting procedures.

PAMS is intended to function as an integrated hardware and software complex capable of meeting both current and future data processing needs of the Company. Application solutions were used as the standard configuration for development and implementation purposes.

In accordance with the Company's Production Asset Management System Development Plan for 2024–2026<sup>1</sup>, the following PAMS enhancement activities were provided for in 2025:

- measures were implemented to eliminate deficiencies in the operation of the automated technical re-equipment and reconstruction management system (hereinafter – "TP&R AMS"), the automated maintenance and repair management system (hereinafter – "M&R AMS") and related functional modules of the PAMS that impeded the proper generation of production programs and grid reporting;

- measures are being implemented to enhance PAMS functionality for the certification of secondary equipment and planning of maintenance and repair activities (hereinafter also referred to as "M&R") for secondary equipment;

- measures are being implemented to centralize PAMS databases on a new platform.

Measures are also being implemented to introduce amendments to PAMS in connection with adjustments to the maintenance planning methodology.

2. Technical seminars.

In order to provide personnel of specialized departments of the Company's branches and managed entities with information on innovative developments in equipment, materials and technologies, introductory and training technical seminars and meetings were held in 2025 with the following companies:

- Tavrida Electric LLC;
- RADIUS Automation JSC;
- ARMATEKH LLC;
- VOLT-SPB LLC.

In addition to seminars and meetings held on a regular basis, the Company's branches and managed entities were provided with informational materials containing information on new

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<sup>1</sup> Approved by the Company's Board of Directors (Minutes No. 595 dated December 11, 2025).

technologies and advanced developments of leading manufacturers of electrical equipment and materials.

### 3. Cooperation with scientific organizations and innovative companies.

The Company cooperates with higher education institutions in educational, scientific and scientific-practical fields, as well as in the development of the electric power industry from the perspective of innovation.

In 2025, with the participation of Innopolis University Autonomous Non-Profit Organization of Higher Education, Kazan State Power Engineering University Federal State Budgetary Educational Institution of Higher Education, and I.N. Ulyanov Chuvash State University Federal State Budgetary Educational Institution of Higher Education, the following projects were implemented for a total amount of RUB 21.1 mn:

- R&D project “Digital Ice Monitoring System for Overhead Ground Wires and Phase Conductors of 110–220 kV Transmission Lines”. The objective of the project is to reduce undersupply of electricity to industrial and residential consumers. The purpose of implementing the System is to provide:

- energy-efficient melting of ice and frost deposits on overhead transmission line conductors;
- digital monitoring of maximum mechanical stress levels in overhead transmission line conductors and overhead ground wires;
- determination of the nature and extent of external climatic impacts on overhead transmission line conductors and overhead ground wires.

In 2025, pilot industrial operation of the prototype System was completed. The contract has been fulfilled.

- R&D project “Development of a Hardware and Software Complex for Monitoring Work Performed at Transformer Substations and Assessing Related Tasks”. The purpose of implementation is to provide automated monitoring of compliance with occupational health and safety requirements, verification of compliance between work performed by personnel and assigned tasks, and control over adherence to safety procedures at transformer substations with immediate detection of potential violations. Real-time video frame processing with minimal latency is achieved through the use of specially designed neural networks with low GFLOPS<sup>1</sup>.

In 2025, work under two stages was completed:

- identification of automation tasks;
- analysis and selection of algorithms. Development of the detailed engineering design.

The project is scheduled for completion in April 2027.

- Research project “Study of the Impact of Inverter-Based Sources on Short-Circuit Parameters and Relay Protection Operation, Including Development of Methodological Recommendations for Selecting Protection Principles for Electrical Networks with Inverter-Based Sources”.

In 2025, work under Stage 1 was completed: study of the impact of inverter-based sources on short-circuit parameters and relay protection operation. The project is scheduled for completion in December 2026.

Together with the North-Caucasus Federal University Federal State Autonomous Educational Institution of Higher Education, and under the auspices of the Russian National Committee of CIGRE, the Company held the youth scientific and practical conference “Energy Peaks: A Step Toward an Innovative Future” on October 07, 2025.

The conference was aimed at fostering the creative and scientific potential of students, postgraduate students and young professionals, addressing current challenges of the modern power industry, establishing professional contacts and facilitating exchange of experience. The conference included three sections: “Improving the Efficiency of Electrical Engineering Complexes”, “Information Technologies” and “Relay Protection”.

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<sup>1</sup> GigaFLOPS (giga floating-point operations per second) is a unit of computer performance measurement equivalent to one billion floating-point operations per second.

From April 9 to 11, 2025, the II International Forum of Innovative Economy: Development Vectors was held at Pyatigorsk State University Federal State Budgetary Educational Institution of Higher Education.

The forum was initiated by the Department of Innovation, Marketing and Advertising of Pyatigorsk State University. As part of the forum, Pyatigorsk State University and the Company signed a strategic cooperation agreement for a ten-year period and agreed to develop comprehensive cooperation in educational, research, innovation and youth development activities.

#### Innovation Performance Indicators

| Indicators            | Unit   | Period         |                |                |                           |
|-----------------------|--------|----------------|----------------|----------------|---------------------------|
|                       |        | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual | Change<br>2025/2024,<br>% |
| 1                     | 2      | 3              | 4              | 5              | 6                         |
| Amount of innovations | RUB mn | 0              | 0              | 0              | 0                         |
| Amount of R&D         | RUB mn | 11.65          | 17.18          | 22.06          | 28.4                      |

#### 3.1.8. Performance Indicators of the Digital Transformation Program Measures

| Indicator                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Unit   | Period         |                |                | Change<br>2025/2024, % |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------|----------------|----------------|------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |        | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual |                        |
| Financing volume for measures under the Digital Transformation Program of Rosseti Group subsidiaries and affiliates for the reporting year                                                                                                                                                                                                                                                                                                                                                                                                                | RUB mn | 178.1          | 246.4          | 250.1          | 1.5                    |
| Share of managers, specialists and employees possessing knowledge in the field of digitalization and digital transformation and/or having completed training in digital transformation and/or digitalization (including retraining programs, advanced training courses, internal and external digital skills training programs) within the last three years and remaining employed by the Company as of the end of the reporting period, as a percentage of the total number of managers, specialists and employees as of the end of the reporting period | %      | 0.5            | 4.0            | 4.1            | 2.5                    |

#### 3.1.9. Import Substitution and Cooperation with Equipment Manufacturers

Equipment used at facilities of the Rosseti North Caucasus Group must undergo a quality verification (certification) procedure. Quality verification of equipment within PJSC Rosseti consists of assessing compliance of supplied equipment with PJSC Rosseti technical requirements set forth in corporate standards, based on submitted test reports and manufacturer documentation.

Corporate standards are developed by PJSC Rosseti to ensure product quality and performance of work in accordance with Article 21 of Federal Law No. 162-FZ dated June 29, 2015 “On Standardization in the Russian Federation”. The final document issued is the Conclusion

of the PJSC Rosseti Certification Commission. Information on issued certification commission conclusions is publicly available on the official website of PJSC Rosseti at <https://www.rosseti.ru>. The Company is guided by the following documents regulating the quality verification (certification) procedure for equipment, materials and systems:

- the Regulation of Rosseti Northern Caucasus, PJSC “On Unified Technical Policy” (approved by the Company’s Board of Directors, Minutes No. 576 dated March 12, 2025);
- Order of Rosseti, PJSC No. 305 dated July 26, 2023 “On Approval of Documents in the Field of Quality Verification (Certification) of Equipment, Materials and Systems”;
- Order of Rosseti Northern Caucasus, PJSC No. 386 dated August 31, 2022 “On Measures to Eliminate Non-Certified Equipment in Rosseti Northern Caucasus, PJSC and Chechenenergo JSC”;
- Order of Rosseti Northern Caucasus, PJSC No. 275 dated September 10, 2025 “On Establishment of the Equipment, Materials and Systems Admission Commission”, approving the procedure for quality verification (certification) of equipment and the standard regulations of the Equipment Admission Committee.

The objectives of certification are:

- ensuring reliable, safe and efficient operation of electric power facilities;
- preventing the supply of equipment, materials and systems whose characteristics do not comply with the requirements of industry scientific and technical documentation, the Company’s scientific and technical standards, and applicable operating conditions;
- combating counterfeit products and unfair manufacturer practices;
- improving manufacturing quality and technical characteristics of equipment and materials through cooperation with manufacturers and suppliers.

The share of imported equipment in the Company’s procurement volume for 2025 amounted to 3.1%, against a planned target of 4.5%.

As a result of the measures implemented by the Company, conditions have been established for the implementation of projects under the “New Construction, Reconstruction and Technical Re-equipment” sections of the investment program in accordance with the requirements of Clause 1.3.2 of the Corporate Plan approved by Order of Rosseti, PJSC No. 466 dated October 24, 2023:

1. The standard form of design assignment approved by Directive of Rosseti, PJSC No. 110r dated March 05, 2025 includes requirements for the use of equipment, materials and systems approved for application at Rosseti facilities.

2. The standard agreements for design and survey work and the standard EPC-type agreements including construction and installation work, approved by Order of Rosseti Northern Caucasus, PJSC No. 171 dated April 26, 2023, contain the following requirements for contractors:

- design organizations, when preparing design documentation for a project, must ensure maximum possible minimization of the use of imported equipment/products/materials without compromising project quality;
- construction and installation contractors are required to minimize the use of imported products where domestic equivalents with comparable technical and economic characteristics are available.

An analysis of forecast demand and the share of imported equipment and materials procured by contractors during implementation of the investment program revealed the following:

- domestic equipment is used in project design, and imported equipment is not considered when selecting design solutions;
- there is no demand for imported primary or secondary electrical equipment.

Operation of domestic equipment, materials and systems complies with all current standards and requirements and has demonstrated strong performance.

In order to provide personnel of specialized departments of the Company’s branches and managed entities with information on technological and innovative developments, equipment, materials, technologies and systems, introductory and training technical seminars and meetings were held in 2025.

In addition, personnel of the branches and the managed entity were regularly provided with informational materials containing information on new technologies and advanced developments by leading domestic manufacturers of electrical equipment, materials and systems.

### 3.2. Financial Performance

The Company's revenue from sales of products (services) for 2025 amounted to RUB 73,575.53 mn, which is RUB 19,202.33 mn, or 35.3%, higher than in 2024. Revenue from electricity transmission services amounted to RUB 49,249.37 mn, exceeding the 2024 level by RUB 16,909.4 mn, or 52.3%, while revenue from electricity sales for 2025 totaled RUB 22,808.71 mn, which is RUB 1,530.31 mn, or 7.2%, above the 2024 level. The increase in revenue from sales of products (services) in 2025 compared to 2024 was driven by higher service volumes, indexation of electricity transmission tariffs and growth in the average selling tariff.

Cost of sales (including commercial and administrative expenses) amounted to RUB 79,265.63 mn, which is RUB 17,941.17 mn, or 29.3%, higher than in 2024. The main factors contributing to the increase in cost of sales were higher costs of purchased electricity for resale and loss compensation, increased costs of services provided by grid companies and higher labor costs.

At year-end 2025, the balance of other income and expenses (including interest income and interest expense) amounted to RUB (6,853.11) mn, which is RUB 2,931.93 mn, or 12%, higher than the 2024 figure.

Based on the results of operations for 2025, the Company's financial performance amounted to RUB (12,766.89) mn. Net loss decreased by RUB 4,326.31 mn, or 25.3%, compared to 2024.

#### Key Financial and Economic Indicators, RUB mn\*

| Indicators                                            | Period            |                   |                   |                        |
|-------------------------------------------------------|-------------------|-------------------|-------------------|------------------------|
|                                                       | 2023              | 2024              | 2025              | Change<br>2025/2024, % |
| 1                                                     | 2                 | 3                 | 4                 | 5                      |
| Revenue from sales of products (services), including: | <b>48,501.11</b>  | <b>54,371.20</b>  | <b>73,573.53</b>  | 35.3                   |
| - electricity transmission services                   | 13,283.96         | 32,339.97         | 49,249.37         | 52.3                   |
| - technological connection services                   | 390.43            | 435.14            | 939.58            | 115.9                  |
| - electricity sales                                   | 33,717.91         | 21,278.40         | 22,808.71         | 7.2                    |
| - other activities                                    | 1,108.80          | 317.68            | 575.87            | 81.3                   |
| Cost of products (services)                           | <b>41,406.77</b>  | <b>52,659.17</b>  | <b>70,059.57</b>  | 33.0                   |
| Gross profit                                          | 7,094.34          | 1,712.03          | 3,513.96          | 105.3                  |
| Selling expenses                                      | 11,876.37         | 8,643.75          | 9,183.10          | 6.2                    |
| Administrative expenses                               | 26.93             | 21.55             | 22.97             | 6.6                    |
| Profit (loss) from sales                              | <b>-4,808.97</b>  | <b>-6,953.27</b>  | <b>-5,692.11</b>  | -18.1                  |
| Interest receivable                                   | 542.39            | 952.54            | 620.90            | -34.8                  |
| Interest payable                                      | 1,590.16          | 316.25            | 355.44            | 12.4                   |
| Income from participation in other organizations      | 0.006             | 0.022             | 0.018             | -18.2                  |
| Other income                                          | 14,671.45         | 17,211.26         | 8,827.33          | -48.7                  |
| Other expenses                                        | 21,297.35         | 27,632.62         | 15,945.91         | -42.3                  |
| Profit (loss) before tax                              | <b>-12,482.64</b> | <b>-16,738.31</b> | <b>-12,545.21</b> | -25.1                  |

| Indicators                    | Period            |                   |                   |                        |
|-------------------------------|-------------------|-------------------|-------------------|------------------------|
|                               | 2023              | 2024              | 2025              | Change<br>2025/2024, % |
| 1                             | 2                 | 3                 | 4                 | 5                      |
| Income tax and other payments | 645.63            | -354.90           | -221.68           | -37.5                  |
| Net profit (loss)             | <b>-11,837.01</b> | <b>-17,093.20</b> | <b>-12,766.89</b> | -25.3                  |
| EBITDA**                      | <b>-5,856.1</b>   | <b>-8,457.7</b>   | <b>-7,438.7</b>   | -12.0                  |

\* In accordance with the accounting (financial) statements of Rosseti Northern Caucasus, PJSC for 2025.

\*\* EBITDA is calculated as profit before tax prior to interest expense, depreciation and amortization, and net impairment loss/(reversal of impairment loss) on property, plant and equipment and right-of-use assets.

| Indicators                    | Unit   | Period     |            |            | Change<br>2025/2024, % |
|-------------------------------|--------|------------|------------|------------|------------------------|
|                               |        | 2023       | 2024       | 2025       |                        |
| 1                             | 2      | 3          | 4          | 5          | 6                      |
| Net debt                      | RUB mn | -3,557.70  | -2,889.37  | -1,895.22  | -34.4                  |
| Current ratio                 |        | 0.69       | 0.64       | 0.69       | 7.8                    |
| Financial leverage            |        | -104.36    | -16.44     | 37.27      | -326.7                 |
| Share of long-term borrowings |        | 0.49       | 0.48       | 0.69       | 43.8                   |
| Net cash flow                 | RUB mn | -23,293.68 | -15,121.38 | -15,160.66 | 0.3                    |

\* In accordance with the annual IFRS financial statements of Rosseti Northern Caucasus, PJSC for 2025.

#### Net Assets Position, RUB mn

| Indicator          | As of year-end 2025 | As of year-end 2024 | As of year-end 2023 |
|--------------------|---------------------|---------------------|---------------------|
| Net assets         | -1,130.9            | -2,806.1            | -183.2              |
| Authorized capital | 2,093.4             | 2,093.4             | 2,093.4             |

As of December 31, 2025, the Company's net assets were negative in the amount of RUB 1,130.9 mn (as of December 31, 2024, net assets were negative in the amount of RUB 2,806.1 mn).

The change in the amount of net assets in 2025 compared to 2024 was attributable to the growth in equity (prior to registration of amendments) outpacing the increase in accumulated losses.

As of year-end 2025, the Company's net assets were below the amount of its authorized capital.

Measures aimed at bringing the value of net assets into compliance with the amount of the authorized capital include:

- 1) reduction of electricity losses in electric grids;
- 2) ensuring a 100% payment rate for current electricity payments by end consumers;
- 3) recovery of overdue accounts receivable from consumers;
- 4) fulfillment of the Company's obligations to creditors.

#### 3.2.1. Tariff Policy

The Company's principal business activities — electricity transmission through distribution grids with voltage levels from 110 kV to 0.4 kV and technological connection of consumers to the grid infrastructure — are regulated activities.

Regulation is carried out in accordance with:

- Federal Law No. 35-FZ dated March 26, 2003 “On the Electric Power Industry”;
- Federal Law No. 522-FZ dated December 27, 2018 “On Amendments to Certain Legislative Acts of the Russian Federation in Connection with the Development of Electric Energy (Capacity) Metering Systems in the Russian Federation”;
- Federal Law No. 185-FZ dated July 13, 2024 “On Amendments to the Federal Law ‘On the Electric Power Industry’ and Certain Legislative Acts of the Russian Federation”;
- Resolution of the Government of the Russian Federation No. 1178 dated December 29, 2011 “On Pricing in the Area of Regulated Prices (Tariffs) in the Electric Power Industry” (together with the “Fundamentals of Pricing in the Area of Regulated Prices (Tariffs) in the Electric Power Industry” and the “Rules for State Regulation (Revision, Application) of Prices (Tariffs) in the Electric Power Industry”);
- Resolution of the Government of the Russian Federation No. 1416 dated August 31, 2023 “On Agreements on the Conditions for Carrying Out Regulated Activities” (together with the “Rules for the Conclusion, Amendment and Termination of Agreements on the Conditions for Carrying Out Regulated Activities”);
- Resolution of the Government of the Russian Federation No. 184 dated February 28, 2015 “On Classification of Owners of Electric Grid Facilities as Territorial Grid Organizations”;
- Resolution of the Government of the Russian Federation No. 861 dated December 27, 2004 “On Approval of the Rules for Technological Connection of Power Receiving Devices of Electric Energy Consumers, Electric Power Generation Facilities, and Electric Grid Facilities Owned by Grid Organizations and Other Persons to Electric Grids”;
- Resolution of the Government of the Russian Federation No. 24 dated January 21, 2004 “On Approval of Information Disclosure Standards for Entities Operating in the Wholesale and Retail Electric Power Markets”;
- Resolution of the Government of the Russian Federation No. 442 dated May 4, 2012 “On the Functioning of Retail Electricity Markets and Full and/or Partial Restriction of Electricity Consumption”;
- Resolution of the Government of the Russian Federation No. 1172 dated December 27, 2010 “On Approval of the Wholesale Electricity and Capacity Market Rules and Amendments to Certain Acts of the Government of the Russian Federation Concerning the Organization of the Wholesale Electricity and Capacity Market”;
- Resolution of the Government of the Russian Federation No. 1179 dated December 29, 2011 “On Determination and Application by Guaranteeing Suppliers of Unregulated Prices for Electric Energy (Capacity)” (together with the “Rules for Determination and Application by Guaranteeing Suppliers of Unregulated Prices for Electric Energy (Capacity)”);
- Resolution of the Government of the Russian Federation No. 533 dated April 30, 2018 “On Approval of the Rules for Consideration (Settlement) of Disputes and Disagreements Related to the Establishment and/or Application of Prices (Tariffs), on Amendments to Resolution of the Government of the Russian Federation No. 14 dated January 9, 2009, and on Repeal of Certain Acts of the Government of the Russian Federation”;
- Resolution of the Government of the Russian Federation No. 1220 dated December 31, 2009 “On Determination of Reliability and Quality Indicators Applied in Establishing Long-Term Tariffs”;
- Order of the Ministry of Energy of Russia No. 1256 dated November 29, 2016 “On Approval of Methodological Guidelines for Calculation of Reliability and Quality Levels of Goods Supplied and Services Rendered by the Unified National (All-Russian) Electric Grid Management Organization and Territorial Grid Organizations”;

- Order of the Ministry of Energy of Russia No. 585 dated December 13, 2011 “On Approval of the Procedure for Maintaining Separate Accounting of Income and Expenses by Natural Monopoly Entities in the Field of Electric Power Transmission Services and Operational Dispatch Management in the Electric Power Industry”;
- Order of the Federal Tariff Service of Russia No. 98-e dated February 17, 2012 “On Approval of Methodological Guidelines for Calculation of Tariffs for Electric Power Transmission Services Established Using the Method of Long-Term Indexation of Required Gross Revenue”;
- Order of the Federal Tariff Service of Russia No. 228-e dated March 30, 2012 “On Approval of Methodological Guidelines for Tariff Regulation Using the Regulatory Asset Base (RAB) Method”;
- Order of the Federal Tariff Service of Russia No. 20-e/2 dated August 6, 2004 “On Approval of Methodological Guidelines for Calculation of Regulated Tariffs and Prices for Electric (Thermal) Energy in the Retail (Consumer) Market”;
- Order of the Federal Tariff Service of Russia No. 215-e/1 dated September 11, 2014 “On Approval of Methodological Guidelines for Determining Lost Revenues Associated with Technological Connection to Electric Grids”;
- Order of the Federal Tariff Service of Russia No. 254-e/1 dated October 26, 2010 “On Approval of Methodological Guidelines for Calculation and Application of Reduction (Increase) Coefficients Ensuring Compliance of Tariff Levels Established for Regulated Entities with the Reliability and Quality Levels of Goods Supplied and Services Rendered”;
- Order of the Federal Antimonopoly Service of Russia No. 490/22 dated June 30, 2022 “On Approval of Methodological Guidelines for Determining the Amount of Payment for Technological Connection to Electric Grids”;
- Order of the Federal Antimonopoly Service of Russia No. 412/22 dated May 27, 2022 “On Approval of Methodological Guidelines for Calculating Tariffs for Electric Energy (Capacity) for the Population and Equivalent Consumer Categories, and Tariffs for Electric Power Transmission Services Supplied to the Population and Equivalent Consumer Categories”;
- Order of the Federal Antimonopoly Service of Russia No. 624/24 dated September 10, 2024 “On Approval of the Procedure for Forming the Consolidated Forecast Balance of Electric Energy (Capacity) Production and Supply within the Unified Energy System of Russia by Constituent Entities of the Russian Federation and the Procedure for Calculating Forecast Volumes of Electric Energy and Capacity Purchases in the Wholesale Market for Supply to the Population and Equivalent Consumer Categories”;
- Order of the Federal Antimonopoly Service of Russia No. 1554/17 dated November 21, 2017 “On Approval of Methodological Guidelines for Calculating Sales Margins of Guaranteeing Suppliers Using the Benchmarking Method”;
- Order of the Federal Antimonopoly Service of Russia No. 489/24 dated July 22, 2024 “On Approval of the Regulations for Establishing Prices (Tariffs) in the Electric Power Industry and/or Their Ceiling Levels and the Form of Decision of the Executive Authority of a Constituent Entity of the Russian Federation Responsible for State Tariff Regulation on Establishing Prices (Tariffs) in the Electric Power Industry and/or Their Ceiling Levels”.

### **Tariffs for Electricity Transmission Services**

Regulation of the Company’s branches (Kabbalkenergo, Karachayevo-Cherkesskeno, Sevkavkazenergo and Stavropolenergo — from 2011 through 2017 was carried out using the Regulatory Asset Base (RAB) method. For the Stavropolenergo branch, the regulatory period was extended through 2022. Regulation of the Kabbalkenergo, Karachayevo-Cherkesskeno and Sevkavkazenergo branches from 2018 through 2022 was carried out using the long-term indexation method for required gross revenue. From 2023 through 2027, a new long-term regulatory period was established for the Company’s branches — Kabbalkenergo, Karachayevo-

Cherkesskenergo, Sevkavkazenergo and Stavropolenergo — applying the long-term indexation method for required gross revenue.

Regulation of the activities of the Rosseti North Caucasus branch Ingushenergo has been carried out using the long-term indexation method for required gross revenue since 2014. The first regulatory period covered 2014–2016. In 2017, the second long-term regulatory period commenced and will continue through 2027.

In 2020, pursuant to the resolution of the Company's Board of Directors regarding the continued operation of the territorial grid organization in the Republic of Dagestan (Minutes No. 421 dated May 12, 2020), the Company implemented measures aimed at ensuring uninterrupted operation of the territorial grid organization in the Republic of Dagestan and commenced operational activities in the region through the Rosseti North Caucasus branch Dagenergo effective June 25, 2020. The Company also ensured application of the tariffs established for Dagestan Grid Company JSC for 2020 in accordance with paragraph 36 of the State Tariff Regulation Rules and facilitated tariff and balance-setting decisions for 2021 with respect to the Dagenergo branch using the “cost-plus” method. Since 2022, regulation of the Dagenergo branch has been carried out using the long-term indexation method for required gross revenue. The regulatory period covers 2022–2026.

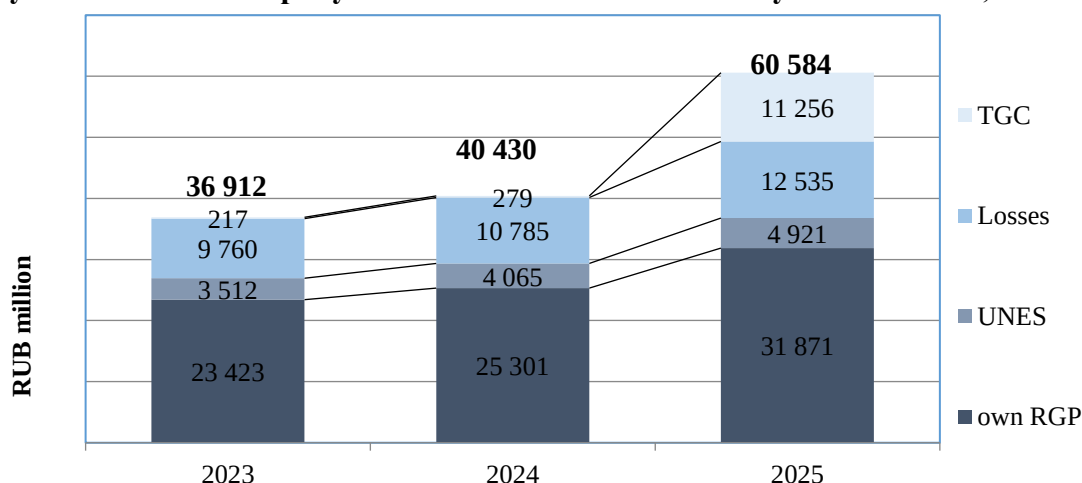
Federal Law No. 185-FZ dated July 13, 2024 came into force on September 1, 2024, introducing the concept of a “systemically important territorial grid organization in the electric power industry” and establishing its powers and specific legal regulation framework.

All branches of the Company were designated as systemically important territorial grid organizations in their respective regions of operation for the period 2025–2029.

Effective January 01, 2025, the Company performs the “single window” function for consumers of electricity transmission services and electricity sales companies within the North Caucasian Federal District. Under this arrangement, all payments for electricity are received by the systemically important territorial grid organization (STGO), which subsequently settles accounts with smaller grid companies.

In this regard, the Company's approved required gross revenue (RGR) for 2025 increased by 49.9% compared to 2024.

**Dynamics of the Company's RGR Structure for Electricity Transmission, RUB mn**



The Company's own required gross revenue in 2025 increased by 25.97% compared to 2024.

**Tariff Indicators for Electricity Transmission Services by Company Branch**

| Rosseti North Caucasus – Kabbalkenergo Branch | Unit | 2023 | 2024 | 2025 | Change 2025/2024, % |
|-----------------------------------------------|------|------|------|------|---------------------|
|-----------------------------------------------|------|------|------|------|---------------------|

|      |                                                                                                            |         |       |       |       |       |
|------|------------------------------------------------------------------------------------------------------------|---------|-------|-------|-------|-------|
| 1.   | RGR from electricity transmission services approved under tariff and balance-setting decisions, including: | RUB mn  | 4,050 | 4,733 | 5,784 | 122.2 |
| 1.1. | Own RGP                                                                                                    | RUB mn  | 3,199 | 3,689 | 4,138 | 112.2 |
| 1.2. | UNEG services                                                                                              | RUB mn  | 365   | 410   | 476   | 116.1 |
| 1.3. | Electricity loss purchase costs                                                                            | RUB mn  | 487   | 634   | 891   | 140.5 |
| 1.4. | Costs of TGO services (under the current contractual structure)                                            | RUB mn  | 0     | 0     | 279   |       |
| 2.   | Boiler useful electricity output                                                                           | mn kWh  | 1,619 | 1,622 | 1,693 | 104.4 |
| 3.   | Average tariff for electricity transmission services by branch                                             | RUB/kWh | 2.50  | 2.92  | 3.42  | 117.0 |

|      | <b>Rosseti North Caucasus – Karachayevo-Cherkesskenergo Branch</b>                                         | Unit    | 2023  | 2024  | 2025  | Change 2025/2024, % |
|------|------------------------------------------------------------------------------------------------------------|---------|-------|-------|-------|---------------------|
| 1.   | RGR from electricity transmission services approved under tariff and balance-setting decisions, including: | RUB mn  | 2,493 | 2,699 | 3,596 | 133.2               |
| 1.1. | Own RGP                                                                                                    | RUB mn  | 1,857 | 2,025 | 2,307 | 113.9               |
| 1.2. | UNEG services                                                                                              | RUB mn  | 182   | 182   | 222   | 122.2               |
| 1.3. | Electricity loss purchase costs                                                                            | RUB mn  | 455   | 492   | 547   | 111.1               |
| 1.4. | Costs of TGO services (under the current contractual structure)                                            | RUB mn  | 0     | 0     | 520   |                     |
| 2.   | Boiler useful electricity output                                                                           | mn kWh  | 1,144 | 1,116 | 1,103 | 98.9                |
| 3.   | Average tariff for electricity transmission services by branch                                             | RUB/kWh | 2.18  | 2.42  | 3.26  | 134.7               |

|      | <b>Rosseti North Caucasus – Sevkavkazenergo Branch</b>                                                     | Unit    | 2023  | 2024  | 2025  | Change 2025/2024, % |
|------|------------------------------------------------------------------------------------------------------------|---------|-------|-------|-------|---------------------|
| 1.   | RGR from electricity transmission services approved under tariff and balance-setting decisions, including: | RUB mn  | 3,502 | 3,827 | 6,125 | 160.0               |
| 1.1. | Own RGP                                                                                                    | RUB mn  | 2,455 | 2,597 | 3,009 | 115.8               |
| 1.2. | UNEG services                                                                                              | RUB mn  | 340   | 401   | 481   | 120.0               |
| 1.3. | Electricity loss purchase costs                                                                            | RUB mn  | 707   | 829   | 940   | 113.4               |
| 1.4. | Costs of TGO services (under the current contractual structure)                                            | RUB mn  | 0     | 0     | 1,695 |                     |
| 2.   | Boiler useful electricity output                                                                           | mn kWh  | 1,418 | 1,476 | 1,466 | 99.4                |
| 3.   | Average tariff for electricity transmission services by branch                                             | RUB/kWh | 2.47  | 2.59  | 4.18  | 161.1               |

|      | <b>Rosseti North Caucasus – Dagenergo Branch</b>                                                           | Unit    | 2023   | 2024   | 2025   | Change 2025/2024, % |
|------|------------------------------------------------------------------------------------------------------------|---------|--------|--------|--------|---------------------|
| 1.   | RGR from electricity transmission services approved under tariff and balance-setting decisions, including: | RUB mn  | 13,087 | 14,725 | 18,983 | 128.9               |
| 1.1. | Own RGP                                                                                                    | RUB mn  | 6,600  | 7,399  | 10,641 | 143.8               |
| 1.2. | UNEG services                                                                                              | RUB mn  | 1,522  | 1,837  | 1,922  | 104.6               |
| 1.3. | Electricity loss purchase costs                                                                            | RUB mn  | 4,965  | 5,488  | 6,268  | 114.2               |
| 1.4. | Costs of TGO services (under the current contractual structure)                                            | RUB mn  | 0      | 0      | 152    |                     |
| 2.   | Boiler useful electricity output                                                                           | mn kWh  | 6,742  | 6,736  | 7,007  | 104.0               |
| 3.   | Average tariff for electricity transmission services by branch                                             | RUB/kWh | 1.94   | 2.19   | 2.71   | 123.9               |

|      | <b>Branch of Rosseti Northern Caucasus, PJSC – Ingushenergo</b>                                            | Unit    | 2023  | 2024  | 2025  | Change 2025/2024, % |
|------|------------------------------------------------------------------------------------------------------------|---------|-------|-------|-------|---------------------|
| 1.   | RGR from electricity transmission services approved under tariff and balance-setting decisions, including: | RUB mn  | 2,856 | 2,976 | 4,062 | 136.5%              |
| 1.1. | Own RGP                                                                                                    | RUB mn  | 2,197 | 2,238 | 3,137 | 140.2%              |
| 1.2. | UNEG services                                                                                              | RUB mn  | 242   | 284   | 318   | 111.6%              |
| 1.3. | Electricity loss purchase costs                                                                            | RUB mn  | 401   | 435   | 580   | 133.3%              |
| 1.4. | Costs of TGO services (under the current contractual structure)                                            | RUB mn  | 15    | 18    | 27    | 145.5%              |
| 2.   | Boiler useful electricity output                                                                           | mn kWh  | 815   | 805   | 899   | 111.6%              |
| 3.   | Average tariff for electricity transmission services by branch                                             | RUB/kWh | 3.50  | 3.70  | 4.52  | 122.2%              |

|      | <b>Branch of Rosseti Northern Caucasus, PJSC – Stavropolenergo</b>                                         | Unit    | 2023   | 2024   | 2025   | Change<br>2025/2024, % |
|------|------------------------------------------------------------------------------------------------------------|---------|--------|--------|--------|------------------------|
| 1.   | RGR from electricity transmission services approved under tariff and balance-setting decisions, including: | RUB mn  | 10,925 | 11,468 | 22,034 | 192.1                  |
| 1.1. | Own RGP                                                                                                    | RUB mn  | 7,115  | 7,352  | 8,640  | 117.5                  |
| 1.2. | UNEG services                                                                                              | RUB mn  | 862    | 950    | 1,502  | 158.1                  |
| 1.3. | Electricity loss purchase costs                                                                            | RUB mn  | 2,746  | 2,905  | 3,309  | 113.9                  |
| 1.4. | Costs of TGO services (under the current contractual structure)                                            | RUB mn  | 202    | 261    | 8,583  | 3,293.4                |
| 2.   | Boiler useful electricity output                                                                           | mn kWh  | 6,996  | 7,140  | 7,435  | 104.1                  |
| 3.   | Average tariff for electricity transmission services by branch                                             | RUB/kWh | 1.56   | 1.61   | 2.96   | 184.5                  |

Unified (“boiler”) tariffs for electricity transmission services provided to consumers other than the “Population” category and categories equivalent thereto within the North Caucasian Federal District were established effective July 01, 2025 with an increase of 11.6% compared to the tariffs effective in the second half of 2024, as provided for by the parameters set forth in Clause 81 of the Fundamentals of Pricing in the Area of Regulated Prices (Tariffs) in the Electric Power Industry approved by Resolution of the Government of the Russian Federation No. 1178 dated December 29, 2011 (the “Fundamentals of Pricing”).

In the Republic of Dagestan, the increase in electricity transmission tariffs for consumers other than the population category, taking into account the excess over the maximum tariff ceilings for electricity transmission services for 2025 effective from July 01, 2025, amounted to 20%.

### **Technological Connection Fee**

In accordance with Federal Law No. 35-FZ dated March 26, 2003 “On the Electric Power Industry”, the Fundamentals of Pricing, the Rules for Technological Connection of Power Receiving Devices of Electric Energy Consumers, Electric Power Generation Facilities and Electric Grid Facilities Owned by Grid Organizations and Other Persons to Electric Grids approved by Resolution of the Government of the Russian Federation No. 861 dated December 27, 2004 (the “Technological Connection Rules”), and the Methodological Guidelines for Determining the Amount of Payment for Technological Connection to Electric Grids approved by Order of the Federal Antimonopoly Service of Russia No. 490/22 dated June 30, 2022 (the “Methodological Guidelines No. 490/22”), the following were established for 2025:

1. Standardized tariff rates and formulas for calculating fees for technological connection of power receiving devices to distribution electric grids;
2. Preferential rates per 1 kW of requested maximum capacity.

Information on Standardized Tariff Rates S1, to cover expenses associated with implementation of technological connection measures provided for by paragraphs “a” and “c” of Clause 16 of the Methodological Guidelines for Determining the Amount of Payment for Technological Connection to Electric Grids, expressed in RUB per connection:

| Indicators                                                                                                                                      | Period   |          |          |                        |
|-------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|------------------------|
|                                                                                                                                                 | 2023     | 2024     | 2025     | Change<br>2025/2024, % |
| <b>Kabbalkenergo Branch</b>                                                                                                                     |          |          |          |                        |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |          |          |          |                        |
| C1.2.1. Issuance by the grid organization of notification confirming the grid organization’s capability to provide connection to electric grids | 2,532.92 | 2,726.22 | 2,814.68 | 3                      |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |          |          |          |                        |
| C1.2.2. Verification by the grid organization of the Applicants’ compliance with the technical specifications                                   | 4,353.04 | 4,654.18 | 4,811.45 | 3                      |

|                                                                                                                                                 |           |           |           |     |
|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----|
| <b>Karachayevo-Cherkesskenergo Branch</b>                                                                                                       |           |           |           |     |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.1. Issuance by the grid organization of notification confirming the grid organization's capability to provide connection to electric grids | 4,273.00  | 4,601.00  | 4,764.00  | 4   |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.2. Verification by the grid organization of the Applicants' compliance with the technical specifications                                   | 8,769.00  | 10,739.00 | 7,140.00  | -34 |
| <b>Sevkavkazenergo Branch</b>                                                                                                                   |           |           |           |     |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.1. Issuance by the grid organization of notification confirming the grid organization's capability to provide connection to electric grids | 2,975.94  | 2,428.18  | 3,486.38  | 44  |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.2. Verification by the grid organization of the Applicants' compliance with the technical specifications                                   | 5,372.41  | 4,297.44  | 6,168.43  | 44  |
| <b>Ingushenergo Branch</b>                                                                                                                      |           |           |           |     |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.1. Issuance by the grid organization of notification confirming the grid organization's capability to provide connection to electric grids | 2,928.68  | 3,326.41  | 6,748.57  | 103 |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.2. Verification by the grid organization of the Applicants' compliance with the technical specifications                                   | 8,373.40  | 9,510.57  | 13,774.40 | 45  |
| <b>Stavropolenergo Branch</b>                                                                                                                   |           |           |           |     |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.1. Issuance by the grid organization of notification confirming the grid organization's capability to provide connection to electric grids | 5,643.36  | 7,172.97  | 8,040.80  | 12  |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.2. Verification by the grid organization of the Applicants' compliance with the technical specifications                                   | 10,117.92 | 12,100.42 | 13,868.30 | 15  |
| <b>Dagenergo Branch</b>                                                                                                                         |           |           |           |     |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.1. Issuance by the grid organization of notification confirming the grid organization's capability to provide connection to electric grids | 6,498.69  | 6,370.90  | 3,317.82  | -48 |
| C1.1. Preparation and issuance by the grid organization of technical specifications to the Applicant                                            |           |           |           |     |
| C1.2.2. Verification by the grid organization of the Applicants' compliance with the technical specifications                                   | 8,196.20  | 8,982.51  | 5,423.85  | -40 |

Standardized tariff rates covering the costs of implementing technological connection measures are established at the average level across all territorial grid organizations within the relevant region.

Last mile standardized tariff rates, in accordance with Methodological Guidelines 490/22, are established depending on the type of materials used and/or the method of work performance, at prices applicable during the regulatory period, and are unified for all territorial grid organizations within the respective constituent entity of the Russian Federation. Such rates are reflected in the appendices to the decisions of the regulatory authorities.

Preferential rates per 1 kW of requested maximum capacity for 2025 were established in accordance with the Pricing Fundamentals and are unified for all territorial grid organizations within the respective constituent entity of the Russian Federation, in the following amounts:

| No. | Name of Rosseti North Caucasus Branch | Individual Applicants with Maximum Capacity Not Exceeding 15 kW * | Individual Applicants Belonging to Socially Vulnerable Categories** |
|-----|---------------------------------------|-------------------------------------------------------------------|---------------------------------------------------------------------|
| 1.  | Kabbalkenergo                         | 5,993.85                                                          | 1,198.77                                                            |
| 2.  | Karachayevo-Cherkesskenenergo         | 5,994.00                                                          | 1,199.00                                                            |
| 3.  | Sevkavkazenergo                       | 5,992.71                                                          | 1,198.54                                                            |
| 4.  | Ingushenergo                          | 6,471.63                                                          | 1,371.17                                                            |
| 5.  | Stavropolenergo                       | 6,804.69                                                          | 1,198.77                                                            |
| 6.  | Dagenergo                             | 5,993.00                                                          | 1,199.00                                                            |

\* For applicants specified in paragraphs 4, 5 and 8 of Clause 17 of the Technological Connection Rules, namely individuals whose maximum capacity does not exceed 15 kW inclusive (taking into account previously connected power receiving devices at the same connection point), connected to electric grid facilities of the grid organization at a voltage level of 0.4 kV and below, provided that the distance from the boundaries of the applicant's land plot to the nearest electric grid facility and microgeneration facilities of the required voltage class of the grid organization to which the application is submitted does not exceed 300 meters in cities and urban-type settlements and 500 meters in rural areas.

\*\* For certain socially vulnerable categories of citizens (low-income families, veterans, persons with disabilities, Chernobyl victims, large families, etc.), provided that the distance from the boundaries of the applicant's land plot to electric grid facilities of the grid organization at a voltage level of 0.4 kV and below of the voltage class required by the applicant, to which the application is submitted, does not exceed 300 meters in cities and urban-type settlements and 500 meters in rural areas.

In accordance with Clause 87 of the Pricing Fundamentals, the preferential tariff rate per 1 kW of requested maximum capacity for applicants whose maximum capacity does not exceed 15 kW inclusive is established with respect to the entire scope of technological connection activities in the amount of not less than RUB 4,000 per kW effective from July 1, 2023, and RUB 5,000 per kW effective from July 1, 2024. Beginning January 1, 2023, such rate is indexed based on the cumulative producer price indices for the "Construction" subsection within the "Capital Investments" section published by the Ministry of Economic Development of the Russian Federation (or, if such index is unavailable, based on the consumer price index).

For individuals belonging to socially vulnerable categories, the preferential tariff rate per 1 kW of requested maximum capacity is established with respect to the entire scope of technological connection activities in the amount of RUB 1,000 per kW and, beginning January 1, 2023, is indexed based on the cumulative producer price indices for the "Construction" subsection within the "Capital Investments" section published by the Ministry of Economic Development of the Russian Federation (or, if such index is unavailable, based on the consumer price index).

Lost revenues associated with technological connection of preferential-category applicants approved for 2025 amounted to:

| No. | Name of Rosseti North Caucasus Branch | Lost Revenues from Preferential Technological Connection Included in Electricity Transmission Tariffs, RUB thousand |
|-----|---------------------------------------|---------------------------------------------------------------------------------------------------------------------|
| 1.  | Kabbalkenergo                         | 3,074.10                                                                                                            |
| 2.  | Karachayevo-Cherkesskenenergo         | 14,364.20                                                                                                           |
| 3.  | Sevkavkazenergo                       | 0.00                                                                                                                |
| 4.  | Ingushenergo                          | 5,045.30                                                                                                            |
| 5.  | Stavropolenergo                       | 163,162.56                                                                                                          |
| 6.  | Dagenergo                             | 0.00                                                                                                                |

In 2025, no agreements for technological connection of applicants' power receiving devices based on an individual project were concluded by the branches of Rosseti North Caucasus, PJSC.

The list of decisions issued by regulatory authorities regarding the establishment of technological connection charges for 2025 is provided below:

| Item No. | Name of Rosseti North Caucasus Branch | Title of Regulatory Document                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.       | Kabbalkenergo                         | Order of the State Committee of the Kabardino-Balkarian Republic for Tariffs and Housing Supervision No. 184 dated December 29, 2024 “On Approval of Standardized Tariff Rates and Formulas for Calculating Charges for Technological Connection to Distribution Electric Grids of Grid Organizations in the Kabardino-Balkarian Republic for 2025 and on Repeal of Order No. 252 of the State Committee of the Kabardino-Balkarian Republic for Tariffs and Housing Supervision dated December 27, 2023”.                                                                                                                                                                                                                                                                                        |
| 2.       | Karachayevo-Cherkessenergo            | Resolution of the Main Directorate of the Karachayevo-Cherkess Republic for Tariffs and Prices No. 101 dated November 29, 2024 “On Establishment of Standardized Tariff Rates and the Formula for Calculating Charges for Technological Connection to Electric Grids of Territorial Grid Organizations of the Karachayevo-Cherkess Republic for 2025” (as amended);<br>Resolution of the Main Directorate of the Karachayevo-Cherkess Republic for Tariffs and Prices No. 102 dated November 29, 2024 “On Establishment of the Preferential Rate per 1 kW of Requested Maximum Capacity for Calculating Charges for Technological Connection of Applicants’ Power Receiving Devices to Electric Grid Facilities of Territorial Grid Organizations of the Karachayevo-Cherkess Republic for 2025”. |
| 3.       | Sevkavkazenergo                       | Resolution of the Regional Tariff Service of the Republic of North Ossetia–Alania No. 95 dated December 10, 2024 “On Establishment of Charges for Technological Connection of Electric Energy Consumers’ Power Receiving Devices to Electric Grid Facilities of Territorial Grid Organizations of the Republic of North Ossetia–Alania for 2025” (as amended);<br>Resolution of the Regional Tariff Service of the Republic of North Ossetia–Alania No. 94 dated December 10, 2024 “On Establishment of Preferential Rates per 1 kW of Requested Maximum Capacity for Calculating Charges for Technological Connection to Electric Grids in the Republic of North Ossetia–Alania for 2025”.                                                                                                       |
| 4.       | Ingushenergo                          | Order of the State Housing Inspectorate of Ingushetia No. 41-p dated November 29, 2024 “On Establishment of Standardized Tariff Rates for Calculating Charges for Technological Connection of Applicants’ Power Receiving Devices to Electric Grid Facilities of Territorial Grid Organizations of the Republic of Ingushetia”.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 5.       | Stavropolenergo                       | Resolution of the Regional Tariff Commission of Stavropol Territory No. 65/8 dated November 29, 2024 “On Establishment of Standardized Tariff Rates and Formulas for Calculating Charges for Technological Connection of Applicants’ Power Receiving Devices to Electric Grid Facilities of Territorial Grid Organizations of Stavropol Territory for 2025” (as amended);<br>Resolution of the Regional Tariff Commission of Stavropol Territory No. 65/9 dated November 29, 2024 “On Establishment of Preferential Rates per 1 kW of Requested Maximum Capacity for Calculating Charges for Technological Connection of Applicants’ Power Receiving Devices to Electric Grid Facilities of Territorial Grid Organizations of Stavropol Territory for 2025”.                                      |
| 6.       | Dagenergo                             | Order of the Ministry of Energy and Tariffs of the Republic of Dagestan No. 45-OD-158/24 dated November 28, 2024 “On Establishment of Charges and Charge Formulas for Technological Connection to Electric Grids of Territorial Grid Organizations of the Republic of Dagestan Subject to State Tariff Regulation” (as amended);                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

### 3.2.2. Asset Management

Pursuant to Presidential Decree of the Russian Federation No. 596 dated May 7, 2012 and Resolution of the Government of the Russian Federation No. 894-r dated May 10, 2017 (as

amended by Resolution of the Government of the Russian Federation No. 985-r dated April 19, 2023), the Company's Board of Directors approved a new version of the Company's Non-Core Asset Disposal Program

(the "Program") on November 13, 2023 (Minutes No. 543 dated November 14, 2023). By resolution of the Company's Board of Directors dated June 17, 2025 (Minutes No. 584 dated June 20, 2025), amendments were introduced to the Program.

The Program defines the key principles and mechanisms for identification and disposal of non-core assets, establishes the criteria for classification of assets as non-core assets and sets forth the procedures for maintaining the register of non-core assets and reporting on the implementation progress of the non-core asset register.

By resolution of the Company's Board of Directors dated February 14, 2025 (Minutes No. 573 dated February 17, 2025), the Register of the Company's Non-Core Assets as of December 31, 2024 and the action plan for disposal of the Company's non-core assets for 2025 were approved.

Link to information disclosure:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/korporativnoe\\_upravlenie/obyavleniya/upravlenie\\_sobstvennostyu/](https://www.rossetisk.ru/shareholders_and_investors/korporativnoe_upravlenie/obyavleniya/upravlenie_sobstvennostyu/).

Information on the disposal of non-core assets in 2025 is presented in the table below and disclosed in Appendix 5 to this Annual Report.

### 3.2.3. Consolidation of Electric Grid Assets

#### **Description of General Operating Principles**

The Company implements its strategy for consolidation of electric grid assets located within the constituent entities of the North Caucasian Federal District in the following areas:

- consolidation of assets of indebted territorial grid organizations ("TGOs") (acquisition/lease of electric grid assets in settlement of outstanding debt, foreclosure on debtors' property through enforcement proceedings, acquisition of assets through bankruptcy auctions / acceptance of assets as compensation in lieu of performance);
- consolidation of assets owned by third parties (local self-government authorities, non-profit organizations (horticultural non-commercial partnerships, vegetable gardening non-commercial partnerships, cottage settlements and other non-commercial associations of citizens owning or otherwise lawfully possessing electric grid facilities), as well as legal entities and individuals);
- consolidation of ownerless electric grid assets (carried out in accordance with the Company's internal regulations in cooperation with municipal authorities);
- consolidation of assets of TGOs deprived of their status, as well as assets owned by municipalities and constituent entities of the North Caucasian Federal District within the framework of the Company's activities as a Systemically Important Territorial Grid Organization ("SITGO").

Since the entry into force of Resolution of the Government of the Russian Federation No. 184 dated February 28, 2015, 51 TGOs operating within the North Caucasian Federal District have lost their status.

#### **Volumes of Consolidated Electric Grid Assets**

Rosseti Northern Caucasus, PJSC carries out:

- consolidation of assets of indebted TGOs (acquisition/lease of electric grid assets in settlement of debt obligations, foreclosure on debtors' property through enforcement proceedings, acquisition of assets through bankruptcy auctions / acceptance of assets as compensation in lieu of performance);

– consolidation of assets owned by third parties (local self-government authorities, non-profit organizations (horticultural non-commercial partnerships, vegetable gardening non-commercial partnerships, cottage settlements and other non-commercial associations of citizens owning or otherwise lawfully possessing electric grid facilities), as well as legal entities and individuals);

– consolidation of ownerless electric grid assets (implemented in accordance with the Company's local regulations in cooperation with municipal authorities);

– consolidation of assets of TGOs deprived of their status, as well as assets owned by municipalities and constituent entities of the North Caucasian Federal District within the framework of Rosseti Northern Caucasus, PJSC's activities as a SITGO.

### Key Achievements

Based on the results of inventories conducted within the Company's area of operations, as of the end of 2025, a total of 1,911 electric grid facilities with indications of being ownerless had been identified, including 1,721 facilities for which ownership rights were recognized in favor of the Rosseti Northern Caucasus Group of Companies. With respect to the remaining 190 facilities, activities aimed at formalization of ownership rights by the Rosseti Northern Caucasus Group are ongoing.

Results:

– Electric grid assets of Alaniaelectroset JSC were acquired through bankruptcy auction procedures in the amount of 9,665.58 conventional units.

– As of the end of the reporting period, the actual volume of leased electric grid assets amounted to 29,723.29 conventional units, including 55.34 conventional units newly leased in 2025.

– During the reporting period, electric grid assets were consolidated under ownership rights pursuant to donation agreements, as well as electric grid assets identified as ownerless property based on court decisions, in the amount of 2,070.29 conventional units.

– As of the end of the reporting period, electric grid assets in the amount of 25,300.45 conventional units were operated under gratuitous possession and use agreements concluded with state authorities and local self-government bodies within the constituent entities of the North Caucasian Federal District, as well as under agreements regulating the use of electric grid assets (DoPI agreements). During 2025, 14,764.49 conventional units were consolidated under the above arrangements.

### Monitoring of Electric Grid Asset Consolidation Volumes

#### Electric Grid Assets Acquired under Sale and Purchase Agreements

| Indicator                           | Actual Volume<br>as of Year-End 2023 |    |      | Actual Volume<br>as of Year-End 2024 |    |      | Actual Volume<br>as of Year-End 2025 |          |          |
|-------------------------------------|--------------------------------------|----|------|--------------------------------------|----|------|--------------------------------------|----------|----------|
|                                     | MVA                                  | km | C.u. | MVA                                  | km | C.u. | MVA                                  | km       | C.u.     |
| 1                                   | 2                                    | 3  | 4    | 5                                    | 6  | 7    | 8                                    | 9        | 10       |
| Acquisition of electric grid assets | 0                                    | 0  | 0    | 0                                    | 0  | 0    | 273,54                               | 1,785.60 | 9,665.58 |

#### Electric Grid Assets under Lease as of Year-End 2025

| Indicator                         | Actual Volume<br>as of Year-End 2023 |          |           | Actual Volume<br>as of Year-End 2024 |          |           | Actual Volume<br>as of Year-End 2025 |          |           |
|-----------------------------------|--------------------------------------|----------|-----------|--------------------------------------|----------|-----------|--------------------------------------|----------|-----------|
|                                   | MVA                                  | km       | C.u.      | MVA                                  | km       | C.u.      | MVA                                  | km       | C.u.      |
| 1                                 | 2                                    | 3        | 4         | 5                                    | 6        | 7         | 8                                    | 9        | 10        |
| Lease of electric grid facilities | 1,058.59                             | 8,653.61 | 40,276.04 | 1,125.44                             | 8,773.62 | 40,459.47 | 717.70                               | 6,710.26 | 29,723.29 |

#### Identified Ownerless Electric Grid Assets for Which Ownership Rights Were Recognized by Court Decision, as well as Electric Grid Assets Accepted under Donation Agreements During the Calendar Period

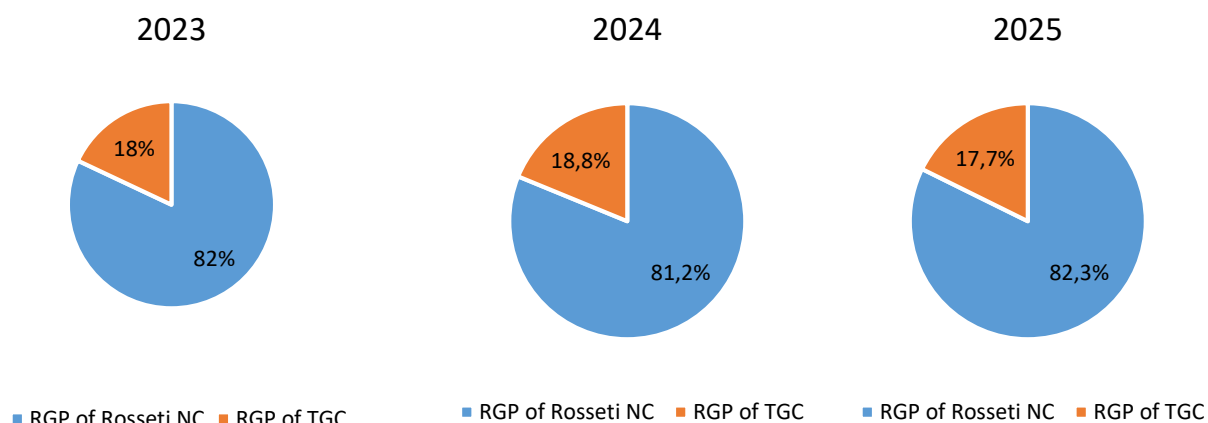
| Indicator                                      | for 2023 |          |           | for 2024 |       |        | for 2025 |        |          |
|------------------------------------------------|----------|----------|-----------|----------|-------|--------|----------|--------|----------|
|                                                | MVA      | km       | C.u.      | MVA      | km    | C.u.   | MVA      | km     | C.u.     |
| 1                                              | 2        | 3        | 4         | 5        | 6     | 7      | 8        | 9      | 10       |
| Other (permanent rights of possession and use) | 1,221.47 | 4,673.00 | 24,126.76 | 35.82    | 81.68 | 546.13 | 156.22   | 355.55 | 2,070.29 |

**Electric Grid Assets Accepted for Gratuitous Possession and Use,  
as well as under Agreements Regulating the Use of Electric Grid Assets,  
as of Year-End 2025**

| Indicator                                      | Actual Volume<br>as of Year-End 2023 |          |           | Actual Volume<br>as of Year-End 2024 |          |            | Actual Volume<br>as of Year-End 2025 |          |            |
|------------------------------------------------|--------------------------------------|----------|-----------|--------------------------------------|----------|------------|--------------------------------------|----------|------------|
|                                                | MVA                                  | km       | C.u.      | MVA                                  | km       | C.u.       | MVA                                  | km       | C.u.       |
| 1                                              | 2                                    | 3        | 4         | 5                                    | 6        | 7          | 8                                    | 9        | 10         |
| Other (temporary rights of possession and use) | 516.74                               | 1,734.35 | 11,203.99 | 517.14                               | 1,734.35 | 11,206.99* | 1,132.13                             | 4,151.43 | 25,300.45* |

\* The variance between the actual volume in conventional units as of year-end 2025 (25,300.45 c.u.) and year-end 2024 (11,206.99 c.u.), amounting to 14,093.46 c.u., is attributable to the execution in 2025 of gratuitous use agreements and agreements regulating the use of electric grid assets in the amount of 14,764.49 c.u., as well as a decrease of 668.03 c.u. relating to electric grid assets of the Republic of Ingushetia operated under gratuitous possession and use arrangements, and a reduction of 3 c.u. resulting from termination of a concession agreement for an electric grid asset located in Stavropol Territory.

### Assessment of the Company's Share in the Required Gross Revenue (RGR) of the Regions of Operation over the Last Three Years; Factors Affecting Changes, %



The change in the Company's share in the structure of the RGR of the North Caucasian Federal District in 2023–2025 was driven by the ongoing asset consolidation strategy, as well as by tariff and balance-setting decisions adopted in the constituent entities of the North Caucasian Federal District.

#### 3.2.4. Operational Performance and Improvement of Electric Grid Reliability (Electric Grid Reliability Indicators)

| Indicators                                                              | Unit  | Period      |             |             |                     |
|-------------------------------------------------------------------------|-------|-------------|-------------|-------------|---------------------|
|                                                                         |       | 2023 Actual | 2024 Actual | 2025 Actual | Change 2025/2024, % |
| 1                                                                       | 2     | 3           | 4           | 5           | 6                   |
| Psaifi                                                                  | hours | 18.830      | 18.405      | 13.036      | -29.2               |
| Psaifi                                                                  | units | 6.536       | 5.614       | 3.913       | -30.3               |
| Number of process disturbances (accidents) in 110 kV and above networks | units | 996         | 756         | 837         | 10.7                |
| Number of fires                                                         | units | 3           | 0           | 4           | 100                 |

## 4. Sustainable Development

Rosseti Northern Caucasus, PJSC is a socially responsible company that places significant emphasis on occupational health and safety, environmental protection and implementation of social programs. One of the Company's key priorities is the preservation and development of human capital, the creation of a cohesive, socially protected, creative and economically motivated workforce, improvement of working and recreational conditions and ensuring employee occupational safety in accordance with advanced standards.

The relevance of ESG factors in the activities of Rosseti Northern Caucasus, PJSC is reflected in the Company's Charter, according to which the Company's objectives include not only profit generation, but also creation of value for all stakeholders, namely: ensuring efficient and reliable operation of the electric distribution grid complex, supporting sustainable development of the distribution grid infrastructure and ensuring reliable and high-quality electricity supply and transmission services to consumers.

Certain aspects related to ESG factors in the activities of Rosseti Northern Caucasus, PJSC, as well as information on the Company's sustainable development management practices, are disclosed in the relevant sections of this Annual Report.

### Sustainable Development Management Policies and Procedures

By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated December 28, 2023 (Minutes No. 546 dated December 29, 2023), the Sustainable Development Policy of Rosseti, PJSC and the Climate Change Policy of Rosseti, PJSC were approved as internal documents of Rosseti Northern Caucasus, PJSC. The texts of these policies are available on the Company's corporate website under the section "About the Company / Sustainable Development and Climate Change Policies" at: <https://www.rossetisk.ru/about/politiki-v-oblasti-ustoychivogo-razvitiya-i-izmeneniya-klimata/>.

The Sustainable Development Policy of Rosseti, PJSC is the fundamental document defining the Company's sustainable development agenda. The purpose of the Policy is to establish unified principles and approaches to sustainable development activities. For the purposes of the Policy, the Company's sustainable development activities mean activities aimed at maximizing the Company's contribution to achieving the United Nations Sustainable Development Goals ("UN SDGs") in conjunction with national and global objectives in this area.

The objectives of the Sustainable Development Policy include:

- defining the Company's commitments to sustainable development principles, supported practices and areas of activity in the field of sustainable development;
- establishing the foundation for the development and updating of relevant internal documents and business processes in line with the stated sustainable development goals and objectives;
- creating a common understanding among stakeholders of the Company's approach to conducting sustainable development activities.

The Climate Change Policy of Rosseti, PJSC is the fundamental document defining the Company's climate agenda. The Policy supplements the Company's Environmental Policy.

The purpose of the Policy is to systematize approaches to climate change issues in the course of the Company's operations.

The objectives of the Climate Change Policy include:

- identifying key climate-related risks and opportunities relevant to the Company;
- establishing measures aimed at reducing the adverse impact of the Company's activities on the climate and adapting grid infrastructure to the negative effects of climate change;
- creating the foundation for the preparation and updating of relevant internal documents and business processes in accordance with the stated climate-related goals and objectives.

The Company places particular emphasis on maintaining a balance among the interests of all stakeholders, including the state, consumers, shareholders, and investors, as well as on the development of new business areas (non-tariff services). Further details are provided in the "Strategic Report" section.

By resolution of the Board of Directors of the Company dated May 7, 2025 (Minutes No. 581 dated May 7, 2025), the Human Rights Policy of Rosseti Northern Caucasus, PJSC was approved. The text of the Policy is available on the Company's corporate website under the section "About the Company / Human Rights Policy" at: <https://www.rossetisk.ru/about/politika-v-oblasti-prav-cheloveka/>.

The purpose of the Policy is to establish unified principles, approaches and procedures aimed at protecting human rights and defining a responsible approach to the protection of human rights and freedoms, taking into account the specifics of the Company's operations.

Achievement of the Policy's objectives is ensured through the following tasks:

- defining the key principles and commitments of the Company with respect to the observance and protection of human rights;
- establishing the principal mechanisms ensuring the Company's compliance with and protection of human rights;
- expressing the Company's commitment to internationally and nationally recognized values, principles and standards relating to human rights observance and protection.

By resolution of the Board of Directors of the Company dated September 3, 2025 (Minutes No. 589 dated September 3, 2025), the Quality Policy of Rosseti Northern Caucasus, PJSC was approved. By the same resolution, the previous Quality Policy of Rosseti Northern Caucasus, PJSC approved by resolution of the Board of Directors dated December 12, 2023 (Minutes No. 545 dated December 12, 2023) was declared invalid.

The purpose of the Policy is to ensure implementation and maintenance of a system compliant with quality management standards and regulatory requirements, while contributing to the achievement of the strategic goals of the Rosseti Group, including reliable, high-quality and accessible electricity supply to consumers.

By resolution of the Board of Directors of the Company dated April 1, 2024 (Minutes No. 551 dated April 3, 2024), the Environmental Policy of Rosseti Northern Caucasus, PJSC was approved. By the same resolution, paragraph 1 under agenda item No. 7 of the Board of Directors' resolution "On Joining the Implementation of the Environmental Policy of the Electric Grid Complex in a New Version and Approving It as an Internal Document of Rosseti Northern Caucasus, PJSC" adopted on October 5, 2020 (Minutes No. 437 dated October 8, 2020), was declared invalid.

The objective of implementing the Company's Environmental Policy is to preserve a favorable environment for present and future generations.

Achievement of the stated objective is pursued through the implementation of the following tasks:

- compliance with the requirements and standards established by the environmental legislation of the Russian Federation and international environmental protection regulations;
- ensuring greenhouse gas emissions accounting in accordance with the requirements of the legislation of the Russian Federation;
- prioritizing preventive measures aimed at avoiding negative environmental impacts over measures intended to eliminate the adverse environmental consequences of such impacts;
- implementation of innovative, energy-efficient and energy-saving technologies, as well as best available technologies for improving energy efficiency, ensuring compliance with environmental requirements and minimization of environmental impact;
- ensuring environmentally safe waste management practices;
- monitoring compliance by contractors, during the design, construction, reconstruction and technical modernization of production facilities, with the requirements of the legislation of the Russian Federation, technical and regulatory documents and the Company's internal regulations in the field of environmental protection;
- ensuring openness and accessibility of environmental information, including informing all stakeholders of accidents, their environmental consequences, and remediation measures;
- involving the Company's personnel in activities aimed at ensuring environmental safety, including advanced training of employees in the field of environmental protection;
- fulfillment of all obligations undertaken.

The text of the Policy is available on the Company's corporate website under the section "About the Company / Environmental Policy" at:

<https://www.rossetisk.ru/about/ekologicheskaya-bezopasnost/>.

The key objectives of the Company's Human Resources and Social Policy approved by the Board of Directors of the Company on December 31, 2014 (Minutes No. 183 dated January 12, 2015), aimed at ensuring achievement of the targets set forth in the Electric Grid Complex Development Strategy, are as follows:

workforce planning — ensuring the availability of reliable information on current and forecast quantitative and qualitative staffing requirements necessary and sufficient for fulfillment of the tasks assigned to the Company;

timely provision of personnel with the required qualifications to meet the Company's needs;

ensuring personnel performance efficiency;  
increasing labor productivity.

The text of the Policy is available on the Company's corporate website under the section "About the Company / Human Resources and Social Policy" at:

<https://www.rossetisk.ru/about/kadrovaya-i-sotsialnaya-politika/>.

Social benefits and guarantees are provided to the Company's employees in accordance with the Collective Bargaining Agreement for 2025–2027 concluded pursuant to the provisions of the Labor Code of the Russian Federation and the Industry Tariff Agreement in the Electric Power Industry of the Russian Federation, as well as the Company's internal organizational and administrative documents.

Additional information is provided in the "[Personnel Management](#)" section.

#### Principles of the Company's Sustainable Development Activities

- operational safety;
- responsible environmental stewardship;
- consideration of expectations and interests of stakeholders;
- consistency and transparency;
- ethical business conduct based on mutual respect;
- risk management.

#### Allocation of Responsibilities for Sustainable Development Matters Among the Company's Governing Bodies, Members of Executive Management and Within the Organizational Structure, and Their Accountability for Such Matters

Consideration of ESG factors in the Company's operations constitutes a comprehensive task requiring a coordinated approach and active participation of all governing bodies of the Company within the scope of their respective competencies.

The involvement of the Company's Board of Directors in the Company's ESG agenda is primarily characterized by supervisory and strategic functions. The Company's management is responsible for the development and submission to the Board of Directors of Rosseti Northern Caucasus, PJSC of relevant documents relating to ESG matters. In addition, the Company has established and operates the following committees: the Strategy Committee, the Reliability Committee, the Technological Connection Committee, the Nominations and Remuneration Committee and the Audit Committee, each of which is responsible for certain sustainable development matters within its area of competence.

The Company's day-to-day activities regarding sustainable development are managed by the General Director of the Company.

The principal participants in the Company's sustainable development activities are:

- the Company's Board of Directors;
- the Company's executive bodies (the Management Board and the General Director);
- Deputy General Directors responsible for functional areas;
- the Company's structural subdivisions;
- the Company's structural subdivision responsible for disclosure of sustainable development information.

The procedure for preparation, approval and submission by management of materials for meetings of the Board of Directors of Rosseti Northern Caucasus, PJSC is determined by the Standard for Organization of Adoption and Implementation of Decisions of the Management Board, Committees of the Board of Directors, the Board of Directors of Rosseti Northern

Caucasus, PJSC, and Boards of Directors of managed subsidiaries approved by Order of the Company No. 56 dated February 20, 2023.

Implementation of the Company's policies requires clear and timely provision and exchange of information, which is also regulated by the Company's internal documents governing the relevant areas of activity. Furthermore, pursuant to subparagraph 40 of paragraph 15.1 of Article 15 of the Charter of Rosseti Northern Caucasus, PJSC, the competence of the Company's Board of Directors includes review of reports by the General Director on the Company's activities and on implementation of resolutions adopted by the General Shareholders Meeting and the Board of Directors.

#### Consideration of Sustainable Development and ESG Matters, Risks and Opportunities by Committees of the Company's Board of Directors

Rosseti Northern Caucasus, PJSC has not established a dedicated Sustainable Development Committee. At the same time, the Company has established and operates the Strategy Committee, the Reliability Committee, the Technological Connection Committee, the Nominations and Remuneration Committee and the Audit Committee, each of which addresses certain sustainable development matters within its competence.

In particular, the responsibilities of the Strategy Committee include development and submission of recommendations (opinions) to the Company's Board of Directors on matters within the Committee's competence, including: strategic development and priority areas of activity, innovative development, organization of business processes, business planning, dividend policy, risk management, assessment of the performance efficiency of the Company and its subsidiaries, as well as other tasks and areas stipulated by the Corporate Governance Code recommended for application by Letter of the Bank of Russia No. 06-52/2463 dated April 10, 2014 "On the Corporate Governance Code".

The objectives of establishing the Committee for Technological Connection to Electric Grids are to ensure transparency of operations and non-discriminatory access to the Company's electric grid connection services, improve the efficiency of the Company's provision of additional (non-tariff) services and ensure profitability of the Company's additional (non-tariff) services.

The responsibilities of the Nominations and Remuneration Committee include development and submission of recommendations (opinions) in the following areas: preparation of recommendations regarding remuneration payable to members of the Company's Board of Directors; development of principles and criteria for determining remuneration of members of the Company's Board of Directors, the Management Board and the sole executive body of the Company; preparation of proposals regarding material terms and conditions of contracts with the aforementioned persons; establishment of selection criteria for candidates to the Board of Directors, the Management Board and the position of the Company's sole executive body, as well as preliminary assessment of candidates; regular evaluation of the performance of the sole executive body and members of the Company's Management Board and preparation of proposals for the Board of Directors regarding the possibility of their reappointment.

The principal responsibilities of the Audit Committee include: review of accounting (financial) statements and supervision over the process of their preparation; oversight of the reliability and effectiveness of the internal control system, risk management system and corporate governance practices; supervision of the external audit process and selection of the external auditor; ensuring the independence and objectivity of the internal audit function; oversight of the effectiveness of the system aimed at preventing fraudulent actions by the Company's employees and third parties.

The responsibilities of the Reliability Committee include development and submission of recommendations (opinions) to the Company's Board of Directors regarding the following areas of activity:

- 1) review of production programs and plans for technical re-equipment, reconstruction, new construction and repair of electric grid facilities, as well as analysis of their development and

implementation from the standpoint of ensuring compliance with reliability requirements and the technical condition of electric grids;

2) assessment of the completeness and adequacy of measures developed following accident investigations in accordance with the Rules for Investigation of Causes of Accidents in the Electric Power Industry (approved by Resolution of the Government of the Russian Federation No. 846 dated October 28, 2009), as well as monitoring of their implementation;

3) review of the quality of investigations into causes of technological disturbances (accidents);

4) review of the Company's activities in the field of emergency prevention and response (ensuring preparedness, organization and conduct of emergency recovery work at electric power industry facilities);

5) review of programs aimed at prevention and reduction of injury risks to the Company's personnel and third parties at the Company's electrical installations, as well as monitoring of their implementation;

6) monitoring and assessment of the activities of the Company's technical services in terms of ensuring reliability of electric grid operation and industrial safety;

7) review of the Company's internal technical control system;

8) review of the occupational health and safety management system in the Company;

9) review of the environmental policy implementation program;

10) review of the fire and industrial safety management system.

#### Consideration of Sustainable Development and ESG Factors in the Company's Information Policy

One of the principles underlying the Company's sustainable development activities is consistency and transparency.

By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated June 14, 2022 (Minutes No. 503 dated June 17, 2022), the restated Regulations on the Company's Information Policy were approved.

The Regulations establish the principles for disclosure of mandatory and additional information aimed at enhancing openness and transparency in relations between the Company and its shareholders, creditors, potential investors, professional securities market participants, government authorities and other stakeholders, as well as procedures governing communications by members of the Company's governing bodies, officers and employees with shareholders and investors, media representatives and other interested parties.

In addition, the Regulations define the list of information disclosed on the Company's website in excess of the requirements established by the legislation of the Russian Federation on the securities market.

According to the Regulations, the Company, in compliance with the legislation of the Russian Federation and the recommendations of the Corporate Governance Code issued by the Bank of Russia, ensures the preparation and disclosure of the annual report, which provides shareholders and investors with a comprehensive overview of the Company's operations and development during the reporting year. For this purpose, in addition to the information required by Russian legislation, the Company seeks to include in its annual report supplementary information taking into account the recommendations of the Bank of Russia, as well as material non-financial information enabling stakeholders to form an objective and comprehensive understanding of the Company's impact on the environment (including climate), the social sphere (including respect for human rights), and the economy, as well as the Company's consideration of ESG factors and the risks and opportunities associated with such factors that may materially affect the Company's development. The list of additional information to be included in the annual report is also defined by these Regulations.

In 2025, the Company's Board of Directors reviewed the issue of compliance with the Regulations on the Company's Information Policy for 2024 (Minutes No. 575 dated March 7, 2025).

The list of material topics related to the Company's activities is determined annually during preparation of the Company's annual report, including through engagement with stakeholders and collection of relevant information from them.

In the 2025 reporting year, the Company did not prepare standalone sustainability reports or environmental reports as separate forms of reporting. At the same time, in order to demonstrate its commitment to sustainable development principles, the Company includes detailed information in its annual reports submitted to shareholders as part of the preparation and conduct of the annual General Shareholders Meeting. Such information covers personnel management, occupational health and safety and environmental protection, energy consumption and energy efficiency, procurement activities, anti-corruption policy and economic security, information disclosure, public relations, interaction with government authorities and the media, and other matters. The structure of this Annual Report also contains a separate section entitled "Sustainable Development".

### **Contribution to Achieving the UN Sustainable Development Goals**

The Company's key objective in the field of sustainable development is to maximize its contribution to achieving the UN SDGs through its operations and to create additional value for stakeholders in alignment with national and global sustainable development priorities.

The concept of sustainable development emerged through the integration of three fundamental dimensions — economic, social, and environmental — and implies the implementation of measures aimed at the efficient use of limited resources, application of environmentally friendly, resource-saving, energy-efficient and material-efficient technologies, preservation of the stability of social and cultural systems and maintenance of the integrity of biological and physical natural systems.

The Sustainable Development Goals (SDGs) are a set of 17 interconnected goals adopted by the United Nations General Assembly in 2015 as a "blueprint to achieve a better and more sustainable future for all".

According to the UN framework, the energy sector is a key factor in addressing contemporary global challenges.

Achievement of the SDGs requires joint efforts by governments, the private sector, civil society and individuals around the world.

In June 2020, the first Voluntary National Review of the Russian Federation on the implementation of the SDGs and the 2030 Agenda for Sustainable Development was published on the UN website. The review reflects the Russian Federation's achievements with respect to all 17 SDGs and includes the results of comprehensive monitoring of socio-economic development and the strategic planning system since 2015.

The Russian review was prepared by the Analytical Center under the Government of the Russian Federation in cooperation with the Ministry of Economic Development of the Russian Federation, the Ministry of Foreign Affairs of the Russian Federation, Rosstat, and other government authorities, organizations and companies. The work was carried out within thematic working groups established for each SDG.

Prepared based on information available on the following websites: <https://ru.wikipedia.org>, <https://www.un.org>, <https://rosstat.gov.ru>.

As an interregional distribution grid company operating in the Russian electric power sector and a natural monopoly entity, Rosseti Northern Caucasus, PJSC also contributes to and supports the achievement of the aforementioned UN SDGs.

Information regarding the Company's contribution to achieving the UN SDGs is presented in the relevant thematic sections of this Annual Report.

## **Environment**

### **Responsible Consumption and Production (Goal 12)**

The Company's activities in the field of energy conservation and energy efficiency improvement in 2024 were carried out in accordance with Federal Law No. 261-FZ dated November 23, 2009 "On Energy Saving and on Improving Energy Efficiency", orders of the Ministry of Energy of Russia, the Regulations on the Development of Energy Saving and Energy Efficiency Improvement Programs for Subsidiaries and Affiliates of Rosseti, PJSC (approved by the Board of Directors of Rosseti, OJSC, Minutes No. 156 dated June 2, 2014), as well as the Energy Saving and Energy Efficiency Improvement Program of Rosseti Northern Caucasus, PJSC for the period 2022–2027 approved by resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC (Minutes No. 509 dated August 29, 2022).

In addition, by resolution of the Board of Directors of the Company dated April 1, 2024 (Minutes No. 551 dated April 3, 2024), the Environmental Policy of Rosseti Northern Caucasus, PJSC was approved. By the same resolution, paragraph 1 under agenda item No. 7 of the Board of Directors' resolution "On Joining the Implementation of the Environmental Policy of the Electric Grid Complex in a New Version and Approving It as an Internal Document of Rosseti Northern Caucasus, PJSC" adopted on October 5, 2020 (Minutes No. 437 dated October 8, 2020), was declared invalid.

Additional information is provided in the sections of this Annual Report entitled "Energy Consumption and Energy Saving" and "Environmental Protection".

### **Climate Action, Conservation of Marine Ecosystems and Conservation of Terrestrial Ecosystems (Goals 6, 13–15)**

By resolution of the Board of Directors of the Company dated April 1, 2024 (Minutes No. 551 dated April 3, 2024), the Environmental Policy of Rosseti Northern Caucasus, PJSC was approved. By the same resolution, paragraph 1 under agenda item No. 7 of the Board of Directors' resolution "On Joining the Implementation of the Environmental Policy of the Electric Grid Complex in a New Version and Approving It as an Internal Document of Rosseti Northern Caucasus, PJSC" adopted on October 5, 2020 (Minutes No. 437 dated October 8, 2020), was declared invalid.

By resolution of the Board of Directors of the Company dated December 28, 2023 (Minutes No. 546 dated December 29, 2023), the Climate Change Policy of Rosseti, PJSC was also approved as an internal document of Rosseti Northern Caucasus, PJSC.

Additional information is provided in the "[Environmental Protection](#)" section of this Annual Report.

## **Social**

### **Good Health and Well-Being, No Poverty, Zero Hunger (Goals 1–3)**

The Company's employees are the key resource underlying its operations, through whom the Company creates, preserves and enhances its value and reputation over the long term. Achievement of the strategic goals and objectives assigned to the Company by the state largely depends on the professionalism, conscientiousness, and occupational safety of its employees.

During the reporting period, Rosseti Northern Caucasus, PJSC implemented measures aimed at improving occupational health and safety performance. Social benefits and guarantees are provided to the Company's employees in accordance with the Collective Bargaining Agreement for 2025–2027, concluded in compliance with the provisions of the Labor Code of the

Russian Federation, the Industry Tariff Agreement in the Electric Power Industry of the Russian Federation and the Company's internal administrative regulations, and include additional benefits, guarantees and compensation. In order to enhance the social protection of employees, the Company has entered into voluntary medical insurance agreements.

Additional information is provided in the sections of this Annual Report entitled "[Key Areas of Development](#)", "[Personnel Management](#)" and "[Occupational Health, Safety and Industrial Safety](#)".

#### **Quality Education (Goal 4)**

Training and professional development are among the priority areas of the Company's Personnel and Social Policy and are governed by the Rules for Personnel Management in Electric Power Industry Organizations of the Russian Federation.

The introduction of modern technologies and the Company's innovative development increase the requirements for personnel qualifications. The training system is aimed at developing advanced personnel training necessary for operation at newly commissioned facilities, mastering new technologies and equipment, and integrating scientific activities into the educational process.

One of the largest specialized industry educational institutions in the North Caucasian Federal District — the Private Educational Institution of Continuing Professional Education "Corporate Energy Institute" (Essentuki) — is located within the region. The founder of the institute is Rosseti Northern Caucasus, PJSC.

Additional information is provided in the "[Personnel Management](#)" section of this Annual Report.

#### **Gender Equality (Goal 5)**

The gender composition of the Company's workforce corresponds to the staffing structure typically observed in electric grid companies. As of December 31, 2025, men accounted for 75% of the Company's employees, while women accounted for 25%. Additional information is provided in the "[Personnel Management](#)" section of this Annual Report.

#### **Affordable and Clean Energy (Goal 7)**

The core activities of Rosseti Northern Caucasus, PJSC (electricity transmission through distribution grids with voltage levels from 110 kV to 0.4 kV and technological connection of consumers to grid infrastructure) are regulated activities.

The Company's activities in the field of energy conservation and energy efficiency improvement in 2025 were carried out in accordance with Federal Law No. 261-FZ dated November 23, 2009 "On Energy Saving and on Improving Energy Efficiency", orders of the Ministry of Energy of Russia, the Regulations on the Development of Energy Saving and Energy Efficiency Improvement Programs for Subsidiaries and Affiliates of Rosseti, PJSC (approved by the Board of Directors of Rosseti, OJSC, Minutes No. 156 dated June 2, 2014), as well as the Energy Saving and Energy Efficiency Improvement Program of Rosseti Northern Caucasus, PJSC for the period 2022–2027 approved by resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC (Minutes No. 509 dated August 29, 2022).

Additional information is provided in the "[Tariff Policy](#)" and "[Energy Consumption and Energy Saving](#)" sections of this Annual Report.

#### **Decent Work and Economic Growth (Goal 8)**

As a distribution grid company, Rosseti Northern Caucasus, PJSC contributes to the development of the constituent entities of the Russian Federation located within the Company's

area of responsibility. The Company is one of the region's largest taxpayers and employers, as well as a significant procurement entity. As one of the largest employers in the North Caucasian Federal District, Rosseti Northern Caucasus, PJSC also recognizes its role in supporting sustainable economic growth and employment in the region. In order to achieve and maintain the status of a modern and highly efficient company, implementation of social policy measures forms an integral part of the Company's strategic development.

During the reporting period, the Board of Directors approved the Human Rights Policy and endorsed the Collective Bargaining Agreement for 2025–2027. By approving the Human Rights Policy, the Board of Directors confirmed the Company's commitment to internationally and nationally recognized values, principles and standards related to the observance and protection of human rights, and demonstrated that respect for human rights and freedoms constitutes one of the core corporate values of the Company.

Additional information is provided in the "[Personnel Management](#)" and "[Macroeconomic Trends of the Reporting Year and Industry \(Market\) Outlook](#)" sections of this Annual Report.

### **Industry, Innovation and Infrastructure (Goal 9)**

The Company's innovation activities in 2025 were carried out in accordance with the Innovation Development Program for 2024–2029 with a planning horizon through 2035 <sup>1</sup>and the Company's Innovation Development Policy<sup>2</sup> developed to establish effective mechanisms aimed at modernization of the electric grid complex, enhancement of scientific, technical and inventive activities, adaptation to the implementation of innovations and improvement and development of the innovation system.

Investment planning constitutes an integral part of the business planning and budgeting system of Rosseti Northern Caucasus, PJSC. When preparing the investment program, the impact of its implementation on the Company's overall economic performance is taken into account. The Company's investment program for 2025 was approved by Order of the Ministry of Energy of Russia No. 23@ dated December 25, 2025.

Additional information is provided in the "[Innovation Activities](#)" and "[Investment Activities](#)" sections of this Annual Report.

### **Reduced Inequalities (Goal 10)**

Every employee is valued by the Company regardless of gender, age, skin color, nationality or position held. Therefore, all employees are provided with equal opportunities for successful and effective work, professional development, and career advancement.

The Company adheres to the principles of fairness and objectivity in the formation of its workforce, including management personnel. Employees are appointed or promoted to higher positions solely on the basis of their competencies and professional qualifications.

The Company welcomes family employment traditions and creates favorable conditions for their development. The Company promotes continuity between generations by maintaining respect for the experience of veterans and ensuring the transfer of knowledge and traditions to younger employees, including within labor dynasties.

During the reporting period, the Board of Directors approved the Human Rights Policy, thereby confirming the Company's commitment to internationally and nationally recognized values, principles and standards relating to the observance and protection of human rights.

Additional information is provided in the "[Key Areas of Development](#)" and "[Personnel Management](#)" sections of this Annual Report.

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<sup>1</sup> Approved by the Company's Board of Directors (Minutes No. 583 dated May 28, 2025).

<sup>2</sup> Approved by the Company's Board of Directors (Minutes No. 503 dated June 17, 2022). In 2026, the Company's Board of Directors approved a revised version of the Innovation Development Policy (Minutes No. 598 dated February 04, 2026).

## **Sustainable Cities and Communities (Goal 11)**

As one of the largest employers in the North Caucasian Federal District, Rosseti Northern Caucasus, PJSC also recognizes its role in supporting sustainable economic growth and employment in the region. In order to achieve and maintain the status of a modern and highly efficient company, implementation of social policy measures forms an integral part of the Company's strategic development. Additional information is provided in the "[Key Areas of Development](#)" section of this Annual Report.

### **Governance**

## **Partnerships for Sustainable Development (Goal 17)**

The activities of Rosseti Northern Caucasus, PJSC are structured to meet the needs and expectations of stakeholders as fully as possible. The Company remains open to constructive dialogue with all stakeholders. The process of transforming resources into value for the stakeholders of Rosseti Northern Caucasus, PJSC is described in the "[Stakeholder Engagement](#)" section of this Annual Report.

### **4.1. Personnel Management**

The key objectives of the Company's personnel and social policy aimed at ensuring achievement of the targets set forth in the Development Strategy of the Electric Grid Complex are as follows:

- workforce planning — ensuring the availability of reliable information regarding the current and projected quantitative and qualitative demand for labor resources necessary and sufficient for fulfillment of the Company's objectives;
- timely provision of personnel with the required qualifications to meet the Company's needs;
- ensuring personnel performance efficiency;
- increasing labor productivity.

These key objectives of the personnel and social policy are achieved through implementation of a comprehensive set of measures across various areas of activity and attainment of established target indicators, including:

- organizational design;
- staffing and human capital development;
- personnel performance management (employee motivation);
- social benefits and guarantees;
- youth policy;
- ensuring occupational safety and labor culture.

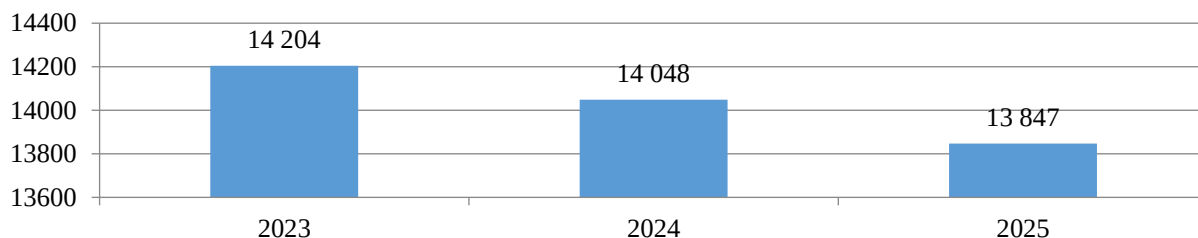
### **Personnel Remuneration System**

The personnel remuneration system is designed to ensure alignment between employee compensation and the Company's operational performance results.

Remuneration of personnel is arranged in accordance with the provisions of the Industry Tariff Agreement in the Electric Power Industry of the Russian Federation, the Collective Bargaining Agreement and the Regulations on Material Incentives for Employees of the executive office and branches of the Company.

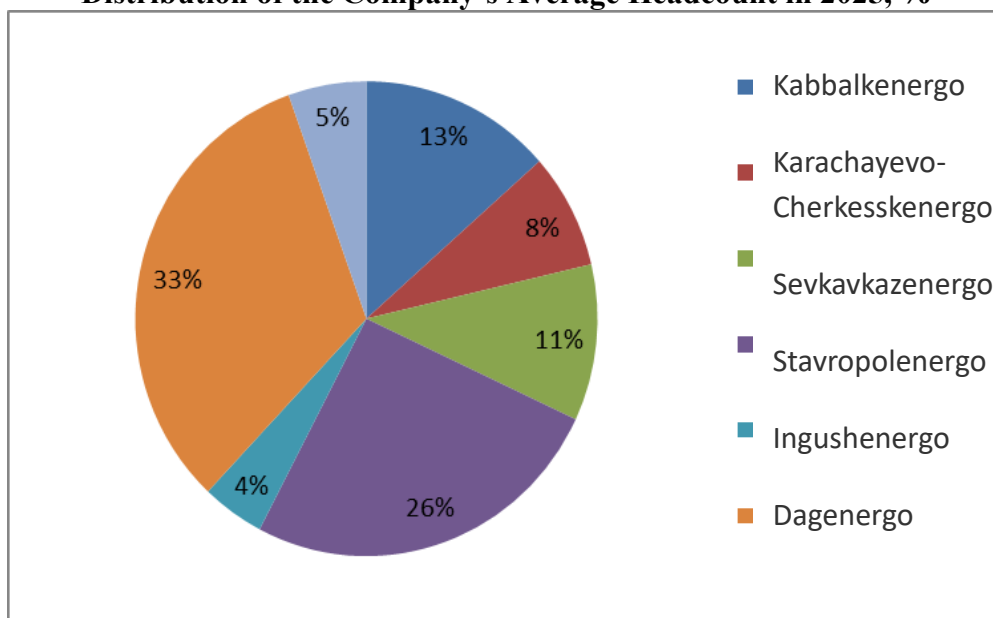
The remuneration system provides for monthly, quarterly and annual bonuses for achievement of operational performance targets, incentives for identification of unmetered electricity consumption, as well as bonuses for completion of particularly important assignments.

#### Average Headcount of the Company's Personnel for 2023–2025, persons



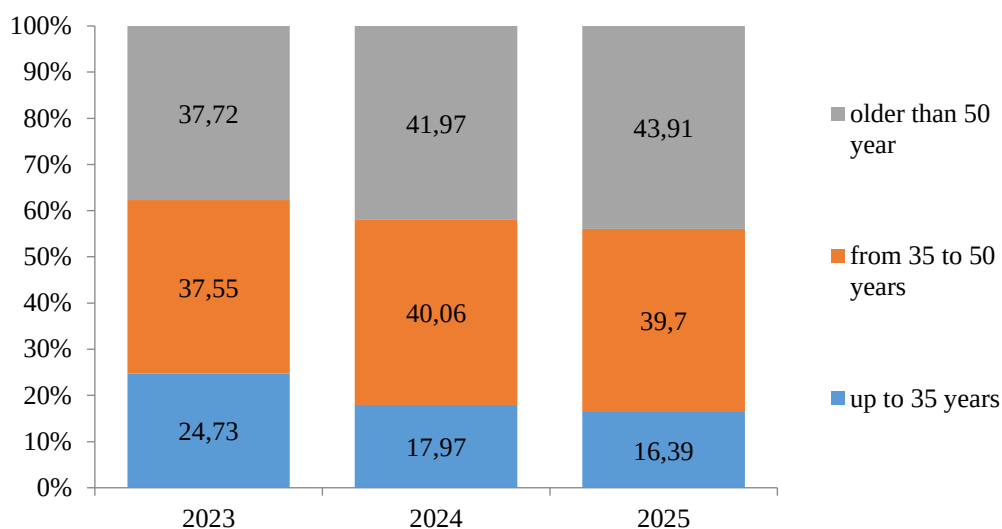
The decrease in the average headcount in 2025 was attributable to unfilled vacancies for operational personnel in the Company's branches.

#### Distribution of the Company's Average Headcount in 2025, %



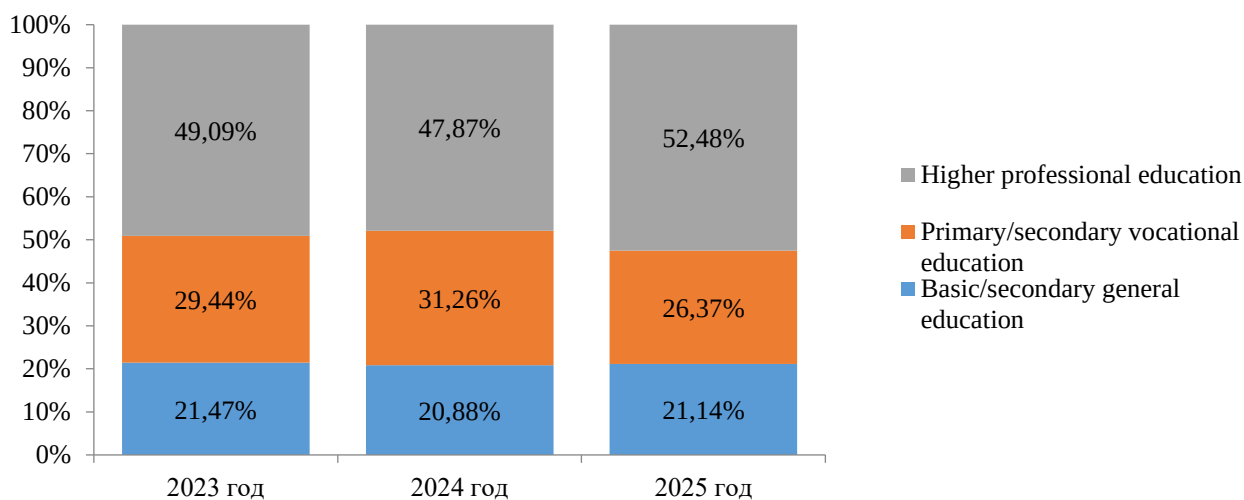
The staffing level of the Company as of the end of 2025 amounted to 93.7%.  
 The staffing level of the Company's operational personnel amounted to 93.6%.  
 The active employee turnover rate of the Company for 2025 amounted to 1.5%.  
 The average age of the Company's employees in 2025 was 48 years.

### Personnel Age Structure Dynamics for 2023–2025, %



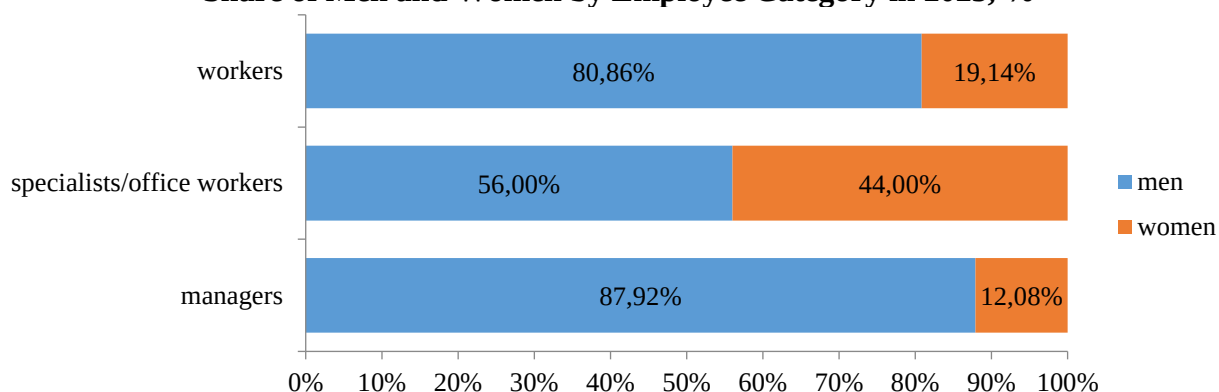
The Company's personnel are characterized by a relatively high qualification level. As of December 31, 2025, approximately 79% of the Company's employees held professional education qualifications, including 46 employees holding Candidate of Sciences degrees. Analysis of the personnel structure by education level indicates that the Company implements a range of measures aimed at retaining professionally qualified personnel.

### Personnel Structure by Education Level Dynamics for 2023–2025, %



The gender composition of the Company's workforce corresponds to the staffing structure typically observed in electric grid companies. As of December 31, 2025, men accounted for 75% of the Company's employees, while women accounted for 25%.

### Share of Men and Women by Employee Category in 2025, %



### Personnel Training and Development

Training and professional development are among the priority areas of the Company's Personnel and Social Policy and are governed by the Rules for Personnel Management in Electric Power Industry Organizations of the Russian Federation.

The introduction of modern technologies and the Company's innovative development increase the requirements for personnel qualifications. The training system is aimed at developing advanced personnel training necessary for operation at newly commissioned facilities, mastering new technologies and equipment, and integrating scientific activities into the educational process.

During the reporting year, 20,896 person courses were organized (150.9% of the average headcount), including 20,306 person courses for operational personnel (97.2% of the total number of training activities), including 41 person courses for support personnel. The distribution by employee category was as follows: managers — 3,381 person courses (16.2% of the total number of organized training programs); specialists — 4,124 person courses (19.7% of the total number of organized training programs); workers — 13,391 person courses (64.1% of the total number of organized training programs).

The average number of training hours per employee in 2025 amounted to 38.2 hours, including: men — 47.8 hours; women — 7.5 hours.

Due to the established frequency of training for various categories of personnel in accordance with applicable legislation (including the Rules for Personnel Management in Electric Power Industry Organizations of the Russian Federation, Resolution of the Government of the Russian Federation No. 2464 dated December 24, 2021 "On the Procedure for Occupational Safety Training and Verification of Knowledge of Occupational Safety Requirements", etc.), as well as the uneven gender distribution across personnel categories, the indicator of average training hours per employee by gender may vary significantly when comparing one calendar year with another.

Due to changes in the procedure for forming the personnel reserve of the Rosseti Group aimed at improving the quality of talent pools (Order of Rosseti PJSC No. 240 dated May 31, 2024 "On Approval of the Regulations on the Formation of the Management Personnel Reserve of the Rosseti Group"), the size of the Company's personnel reserve in 2025 decreased compared to 2024.

One of the largest specialized professional educational institutions in the electric power industry within the North Caucasian Federal District is the Private Educational Institution of Continuing Professional Education "Corporate Energy Institute" (Yessentuki), founded by the Company. The corporate training center has a capacity of 256 trainees. Its facilities include an academic building with classrooms and laboratories for training electric power personnel, a library, a training ground, and dormitory accommodation for 104 persons. In 2025, the corporate training center organized 19,788 person courses (professional training, retraining and advanced training with release from work), accounting for 94.7% of the total number of organized training programs.

## **Dynamics of Personnel Training Indicators**

The number of personnel trained in 2025 amounted to 20,896 person courses, which was 1.6% higher than in 2024 (20,570 person courses). This increase was attributable to the actual demand for advanced training in 2025, planned in accordance with the Rules for Personnel Management in Electric Power Industry Organizations of the Russian Federation, which establish training intervals ranging from one to five years.

In addition to the Company's own training center, the key providers of educational services include the Federal Budgetary Institution "Educational and Methodological Office of Rostekhnadzor" (Moscow), the local branch of DOSAAF of Russia in Budennovsk, and others.

Such cooperation enables the Company's managers and specialists to undergo advanced professional training in their key functional areas on a regular basis, as well as to participate in additional professional education programs in electrical engineering specialties.

In 2025, as part of the implementation of plans aimed at aligning employees' qualification levels with the requirements established by professional standards, Company employees completed 443 person courses (or 2.1% of the total number of organized training programs), including professional training, retraining and advanced training programs.

The number of employees participating in educational programs in occupational health and industrial safety in 2025 amounted to 11,615 person courses, which was 13.3% lower than in 2024 (13,396 person courses in 2024). This decrease was attributable to the actual training demand planned in accordance with Resolution of the Government of the Russian Federation No. 2464 dated December 24, 2021 "On the Procedure for Occupational Safety Training and Verification of Knowledge of Occupational Safety Requirements", which establishes training intervals ranging from one to three years.

Total personnel training expenses in 2025 amounted to RUB 67,490.4 thousand (RUB 68,658.9 thousand in 2024).

The number of employees who underwent assessment procedures within the framework of evaluating corporate and managerial competencies (upon hiring, during selection for the personnel reserve, and psychophysiological assessment) amounted to 2,838 persons (16.9% of the average headcount). This indicator increased by 53.0% compared to 2024 (2,357 employees underwent assessment procedures in 2024), due to the increased demand for assessment activities related to recruitment and transfers to vacant positions.

In 2025, an independent qualification assessment of 20 Company employees was conducted at the certified qualification assessment center of the Autonomous Non-Profit Organization "Southern Interregional Qualification Center for the Electric Power Industry".

The formation and development of the Company's personnel reserve are aimed at meeting the Company's staffing needs with employees prepared to perform the duties of target positions. Activities related to the personnel reserve are carried out in accordance with the Regulations on the Management Personnel Reserve (approved by Company Order No. 56 dated February 17, 2025).

In 2025, three employees included in the personnel reserve were appointed to managerial positions within the Company.

## **Social Benefits and Guarantees**

Social benefits and guarantees are provided to the Company's employees in accordance with the Collective Bargaining Agreement for 2025–2027 concluded pursuant to the provisions of the Labor Code of the Russian Federation and the Industry Tariff Agreement in the Electric Power Industry of the Russian Federation for 2025–2027, as well as the Company's internal administrative and organizational regulations. These benefits include the following additional guarantees, compensations, and social support measures:

- one-time financial assistance on anniversaries;

- one-time financial assistance upon the birth of a child and registration of marriage;
- monthly compensation payments to women on childcare leave until the child reaches the age of three;
- one-time financial assistance upon dismissal in connection with conscription for mandatory military service;
- one-time financial assistance in connection with the death of employees or members of their families;
- one-time payment upon the employee's annual paid leave (once per year);
- financial assistance in the event of a serious illness requiring long-term treatment or surgical intervention;
- additional unpaid leave (in connection with the employee's or their children's marriage, death of relatives or family members, childbirth, or relocation to a new place of residence);
- other benefits, guarantees and compensations.

In addition, the Company provides support to retired former employees. In 2025, former employees of the Company who were participants in the Great Patriotic War and home front workers received financial assistance in connection with the anniversary of Victory in the Great Patriotic War. Employees of the Company who are combat veterans were also provided with financial assistance in connection with Defender of the Fatherland Day.

As part of the New Year celebrations, New Year gifts were presented to employees' children aged from 0 to 14 years.

In order to enhance employees' social protection, in 2025 the Company entered into Voluntary Medical Insurance Agreement No. 0225LM0046 dated April 21, 2025 with SOGAZ JSC. The agreement provides for outpatient, polyclinic and sanatorium-resort medical services. Each Company employee may receive consultations from specialized medical professionals, undergo laboratory examinations, receive medical and diagnostic procedures, and obtain sanatorium-resort treatment. In emergency cases, power engineers may also receive inpatient treatment at medical institutions.

In addition to the voluntary medical insurance agreement, and for the purpose of further enhancing employees' social protection, the Company concluded Accident and Illness Insurance Agreement with AlfaStrakhovanie JSC No. 7193S/205/00032/23 dated December 29, 2023, effective from January 1, 2024 through December 31, 2026. The insurance coverage provides employees (beneficiaries) with additional financial compensation in the event of disability, health impairment or death resulting from an accident. Insurance protection is provided both during working hours and while employees are traveling between their place of residence and the place of performance of their job duties.

### **Long-Term Staffing and Youth Policy**

The Company has adopted a strategy aimed at providing active and motivated young people interested in professional development and careers in the electric power industry and possessing strong aptitude for exact sciences, with the opportunity to become part of the largest electric grid company in the macro-region.

Since 2018, in order to support talented school students, increase their motivation to study energy-related disciplines and promote their future employment, the Company has participated in organizing and conducting the All-Russian School Olympiad of the Rosseti Group. In 2025, 168 school students participated in the Olympiad, which exceeded the previous year's figure by 70 participants.

Since 2024, the "Rosseti Energy Clubs" career guidance project has been implemented at Secondary School No. 9 in Yessentuki. In 2025, as part of the project, fifteen ninth-grade students attended additional advanced physics classes and participated in a range of career guidance activities in the electric power industry, including tours of operating energy facilities, practical

training sessions in laboratories and on simulators, and meetings with representatives of various power engineering professions. Students participating in the project are eligible for scholarship payments, which serve as additional motivation for in-depth study of the subject and preparation for choosing a future profession.

In order to ensure practice-oriented personnel training, the Company actively cooperates with higher and secondary vocational educational institutions in the following areas:

- targeted education of students in specialties demanded by the electric grid sector, taking into account the prospective need for young specialists. Currently, 18 students are studying at higher educational institutions under targeted enrollment programs, including two students enrolled in 2025 in the specialty “Electric Power Engineering and Electrical Engineering”;

- organization of industrial and pre-graduation internships for pupils and students. In 2025, 981 university and vocational school students completed internships within the Company’s structural divisions;

- employment of graduates. In 2025, the Company employed 26 young specialists;

- implementation of a mentoring system aimed at facilitating the professional adaptation of young specialists who recently graduated from educational institutions;

- organization of student work brigades. From July 1 to July 31, 2025, the Company organized the activities of five student brigades: “Vershina”, “Iskra”, “Mashuk”, “Reaktor” and “Energiya Gor”. As part of these brigades, university students carried out work under the repair program performed through in-house operations. 19 students completed training at the Private Educational Institution of Continuous Professional Education “Corporate Energy Institute” under the primary vocational training program “Electric Meter Maintenance Electrician” and received officially recognized certificates.

Under the guidance of experienced specialists, future power engineers participated in construction activities, inspections and repairs of electrical equipment. In addition, members of the student brigades had the opportunity to demonstrate leadership and organizational skills through social and educational initiatives and creative competitions.

8 students from the best-performing brigade participated in the closing ceremony of the Rosseti student energy brigade season, held in Krasnoyarsk from November 13 to 16, 2025.

The Company’s youth community has a clear and well-structured organization that enables young specialists to actively participate in the Company’s activities and implement their own initiatives. At the highest level operates the Youth Union, which represents the interests of young specialists and coordinates the activities of subordinate structures.

Within the Youth Union, Youth Councils operate separately in each branch and within the executive office of the Company. These councils play an important role in engaging young employees in the Company’s social and professional life, promoting exchange of experience and professional development.

Each Youth Council is headed by a chairperson selected from among the most active and initiative-driven members of the workforce. The chairperson is responsible for organizing meetings, discussing relevant issues, coordinating activities and interacting with branch management.

This structure enables every young employee to recognize their significance, develop professional competencies and enhance motivation, thereby contributing to the overall development of the region’s electric power infrastructure.

Young specialists of the Company are actively involved in a wide range of activities aimed at professional development, exchange of experience and strengthening of corporate culture. Conditions are created for the development of intellectual and creative potential, acquisition of new knowledge, professional growth and personal development. In particular, young specialists actively participate in the Corporate Competence Platform “Movement of Charged People”, where involvement in numerous clubs and projects promotes personal development, leadership skills, self-realization and achievement of new professional milestones.

Participation of young specialists in scientific conferences, forums, industry events and project activities contributes to the formation of a team of like-minded professionals, increases motivation and enhances job satisfaction.

In February 2025, young specialists of the Company organized a tour for students of the Caucasian Mineral Waters Energy College to the Bely Ugol Hydroelectric Power Plant in Yessentuki. The event was aimed at maintaining interest in the history of the industry;

- In April 2025, the Company's Youth Councils in each region of operation conducted the memorial campaign "Alleya Veteranov" dedicated to the 80th anniversary of Victory in the Great Patriotic War;

- In May 2025, young employees of the Company won first place with the project "Overcoming Infrastructure Constraints in the Electric Power Sector of the North Caucasian Federal District. Through the Introduction of Distributed Solar Generation in the Construction Industry" at the hackathon "Smart Caucasus: Innovations for Sustainable Development" held as part of the Caucasus Investment Forum;

- In June 2025, corporate KVN games were held among young specialists of the executive office and branches of the Company. The event brought together not only current employees of the Company, but also university and vocational school students specializing in relevant fields, who participated as members of combined teams. The main objective of the event was to promote the profession of power engineer, attract talented young people to promising careers in the energy sector, create a positive image of the industry among younger generations, and provide students with opportunities to communicate with experts from the electric power industry;

- In July 2025, in order to strengthen the community of young employees of the Rosseti Group, the Company's team participated in the "Forsage" Forum of Young Fuel and Energy Sector Professionals held in the Kaluga Region, where the Company's employees completed a corporate ambassador program training track;

- In October 2025, a youth scientific and practical conference entitled "Peaks of Energy: A Step into the Innovative Future" was organized under the auspices of the Youth Section of the Russian National Committee of the International Council on Large Electric Systems (CIGRE) at North-Caucasus Federal University. The event enabled the Company's young specialists, young researchers, postgraduate students and university students to acquire new knowledge, interact with experts and present innovative projects;

- In October 2025, a delegation of the Company's young specialists participated in the Youth Day of the international forum "Russian Energy Week" in Moscow, where the Company's team presented a project as part of the Interactive Sessions — a Technological Project;

- In October 2025, young specialists of the Company participated in a specialized intellectual competition, where they demonstrated strong industry knowledge and a high level of professionalism;

- In November 2025, young specialists of the Company participated in a round table discussion of student scientific societies and councils of young scientists and specialists representing fuel and energy sector enterprises and North-Caucasus Federal University, held as part of the 6th International Scientific and Practical Conference "Innovative Technologies in the Fuel and Energy Sector". The topic of the round table focused on the implementation of scientific and technical initiatives within youth councils.

- In December 2025, the Company's young specialists participated in the International Youth Energy Forum "Energy Systems of the Future", where one of the Company's employees won first place in the section "Power System Development Planning, Electricity Markets and Economics";

- In December 2025, young specialists of the Company participated in a meeting of active representatives of the "Movement of Charged People" youth community at Rosseti, PJSC in Moscow, where the concept of the ambassador program was presented;

- In December 2025, together with the Company's Youth Council, a New Year event was organized for children with developmental disabilities. The "Wish Tree" campaign was aimed at supporting families raising such children and promoting tolerance and understanding in society.

| Indicators                                                                                                                        | Unit            | Period                 |                        |                         |                        |
|-----------------------------------------------------------------------------------------------------------------------------------|-----------------|------------------------|------------------------|-------------------------|------------------------|
|                                                                                                                                   |                 | 2023<br>Actual         | 2024<br>Actual         | 2025<br>Actual          | Change<br>2025/2024, % |
| 1                                                                                                                                 | 2               | 3                      | 4                      | 5                       | 6                      |
| <b>Social Policy</b>                                                                                                              |                 |                        |                        |                         |                        |
| Number of employees awarded state decorations                                                                                     | persons         | persons                | -                      | -                       | -                      |
| Number of employees awarded commendations of the President of the Russian Federation and the Government of the Russian Federation | persons         | persons                | -                      | 1                       | -                      |
| Number of employees awarded departmental awards of the Ministry of Energy of Russia                                               | persons         | persons                | 47                     | 47                      | 61                     |
| Number of employees awarded industry awards                                                                                       | persons         | persons                | 34                     | 34                      | 38                     |
| Number of employees awarded corporate awards                                                                                      | persons         | persons                | 652                    | 725                     | 578                    |
| <b>Personnel Training and Development</b>                                                                                         |                 |                        |                        |                         |                        |
| Number of employees participating in educational programs with release from work / ratio to average headcount                     | persons, %      | 23,257<br>163.7        | 20,570<br>146.4        | 20,896<br>150.9         | 1.6;<br>4.5            |
| - including occupational health and industrial safety programs / ratio to average headcount                                       | persons, %      | 4,465<br>31.4          | 13,396<br>95.4         | 10,718<br>77.4          | -20.0<br>-18.0         |
| - including employees trained at the Company's own training centers / ratio to total number trained with release from work        | persons, %      | 22,319<br>96.0         | 19,380<br>94.2         | 19,788<br>94.7          | 2.1;<br>0.5            |
| Number of operational personnel trained with release from work, including at the Company's own training centers                   | persons/persons | 22,454<br>21,634       | 20,066<br>19,159       | 20,306<br>19,397        | 1.2;<br>1.2            |
| Distribution of employees participating in educational programs with release from work by category (managers/specialists/workers) | %, %, %         | 15.5;<br>13.5;<br>71.0 | 10.9;<br>12.3;<br>76.8 | 16.2;<br>19.7;<br>64.1; | 5.3;<br>7.4;<br>-12.7  |
| Number of employees participating in educational programs delivered through distance learning formats                             | persons         | 10,332                 | 5,623                  | 5,428                   | -3.5                   |
| Average number of training hours per employee by gender (men/women)                                                               | person/hour     | 61.8;<br>9.4           | 44.6<br>8.0            | 47.8<br>7.5             | 7.2;<br>-6.3           |
| Number of personnel who underwent assessment procedures / ratio to average headcount, including                                   | person/%        | 2,043;<br>14.3         | 3,126;<br>22.3         | 3,645<br>26.3           | 16.6;<br>4.0           |
| - competency assessments (corporate and managerial), including hiring, transfer, selection for personnel reserve, etc.            |                 | 2,023;<br>14.2         | 3,106;<br>22.1         | 3,625;<br>26.2          | 16.7;<br>4.1           |
| - independent qualification assessment (at qualification assessment centers)                                                      |                 | 20;<br>0.1             | 20;<br>0.1             | 20;<br>0.1              | 0;<br>0                |
| Number of personnel reserve members                                                                                               | persons         | 470                    | 425                    | 65                      | -84.7                  |
| Share of managerial positions covered by personnel reserve                                                                        | %               | 87.3                   | 79.4                   | 35.9                    | -43.5                  |
| Share of managerial positions filled by internal candidates, including personnel reserve members                                  | %               | 10.5<br>7.6            | 11.7;<br>2.7           | 2.8;<br>2.2             | -8.9;<br>-0.5          |
| <b>Youth Policy</b>                                                                                                               |                 |                        |                        |                         |                        |
| Number of school students participating in career guidance projects of the Rosseti Group                                          | persons         | 167                    | 111                    | 183                     | 64.9                   |
| Number of partner universities/vocational schools in the Company's regions of operation                                           | units           | 24                     | 24                     | 26                      | 8.3                    |
| Number of university/vocational school students studying under targeted training agreements with the Company                      | persons         | 23                     | 21                     | 18                      | -14.3                  |
| Number of university/vocational school students who completed internships with the Company                                        | persons         | 681                    | 717                    | 981                     | 36.8                   |
| Number of university/vocational school graduates employed by the Company during the reporting year                                | persons         | 23                     | 22                     | 26                      | 18.2                   |
| Number of young specialists participating in corporate, regional, or federal-level competitions, forums, and conferences          | persons         | 7                      | 54                     | 157                     | 291                    |

## 4.2. Occupational Health and Industrial Safety

The Company's occupational health and safety expenditures over the past three years, including the reporting year, amounted to:

- RUB 135.20 mn in 2023;
- RUB 374.09 mn in 2024;
- RUB 163.89 mn in 2025.

In order to establish a unified occupational health management system within the Company and ensure safe and proper working conditions for employees at all stages of operations, as well as to monitor compliance with occupational health and safety requirements at all management levels, in accordance with Order of Rosseti, PJSC No. 412 dated September 27, 2023, the Occupational Health and Safety Management System Regulations of the Rosseti Group Companies (the "OH&S Management System Regulations") were enacted by Company Order No. 542 dated November 8, 2023 "On Occupational Health and Safety Documents".

The executive office and branch divisions organized and carried out activities to align departmental regulations and job descriptions of the Company's employees with the OH&S Management System Regulations. The Company's employees are fully covered by the occupational health and safety management system (the "OH&S Management System").

In 2025, one occupational accident involving Company personnel and significant violations of occupational health and safety requirements occurred within the Company:

- Stavropolenergo branch – one serious occupational accident involving severe injury caused by electric shock.

Following this accident, the Company fully implemented measures aimed at preventing and reducing occupational accidents involving personnel.

To ensure safe and proper working conditions for employees at all stages of operations, monitor compliance with occupational health and safety requirements at all management levels, and improve the efficiency and accountability of officials responsible for organizing and supervising the effectiveness of the OH&S Management System, inspections were conducted during Occupational Health and Safety Days ("OH&S Days") to verify compliance with the current OH&S Management System requirements, including by officials of the Company's divisions responsible for organizing such activities. Based on the violations identified, operational directives were issued to the directors of the Company's branches, and compliance with these directives was monitored by specialists of the Company's Industrial Safety and Production Control Department.

Hazard identification and occupational risk assessment within the Company are carried out in accordance with the Guidelines for Identification and Assessment of Occupational Risks, Monitoring and Management of Occupational Risks at Workplaces of Rosseti, PJSC and its subsidiaries (the "Guidelines"), approved by Company Order No. 421 dated December 27, 2024.

Identification and assessment are conducted by a Commission responsible for hazard identification and risk assessment.

The Commissions for hazard identification and risk assessment within the Company (consisting of at least five members) include:

- First Deputy General Director – Chief Engineer, deputy branch directors, chief engineers (Commission Chairpersons);
- Deputy Chief Engineers by functional areas (Deputy Chairpersons of the Commission);
- Heads of structural divisions, specialists in industrial safety, occupational health and production control divisions, and chief engineers of district electric networks (Commission members).

Members of the Commissions possess sufficient competence to perform these activities and comply with the requirements set forth in the Guidelines.

Investigation of occupational accidents is conducted in accordance with Chapter 36.1 of the Labor Code of the Russian Federation and the Regulation on Specific Features of Investigation

of Occupational Accidents in Certain Industries and Organizations, including document forms and relevant classifiers required for investigation of occupational accidents, approved by Order of the Ministry of Labor and Social Protection of the Russian Federation No. 223n dated April 20, 2022.

In the event of an occupational accident (the “Accident”), the following measures are taken:

1. Immediate assistance is provided to the injured person and, if necessary, the person is transported to a medical institution;
2. Prior to the commencement of the investigation, the accident scene is preserved in the condition existing at the time of the incident;
3. An Accident Investigation Commission is established;
4. A notification of the Accident is prepared and submitted;
5. Inspection of the accident site is arranged and carried out;
6. Interviews are conducted with the injured person, witnesses to the Accident and officials involved in the Accident;
7. Collection of the necessary information and documentation related to the Accident is ensured, including documents required for preparation of the Accident Investigation Reports and requested by the Chairperson or members of the Accident Investigation Commission;
8. Upon completion of the investigation, Accident Investigation Reports are prepared.

Investigation and recording of minor injuries within the Company are carried out in accordance with local internal regulations. In 2025, no minor injuries or microtraumas were recorded within the Company.

The results of hazard identification and workplace risk assessments are communicated to employees through the following means:

- during occupational health and safety briefings conducted at workplaces;
- by posting summarized risk assessment results in publicly accessible areas (information boards, occupational safety corners, etc.).

The classification of working conditions based on the results of the special assessment of working conditions at workplaces is specified in employees’ employment contracts upon hiring. Information regarding potential workplace hazards is communicated to personnel during occupational health and safety briefings (introductory, initial workplace, repeated workplace, unscheduled, and targeted briefings). Information on occupational accidents and the causes thereof is communicated quarterly to employees in the form of injury reviews covering both Company personnel and third parties at facilities under the Company’s control. During unannounced inspections of work crews, responsible officials monitor compliance with safety requirements and communicate safe work performance requirements to personnel. As part of Occupational Health and Safety Days, training sessions are conducted for personnel on compliance with occupational health and safety requirements.

Occupational health and safety training for the Company’s employees, in accordance with the requirements of Resolution of the Government of the Russian Federation No. 2464 dated December 24, 2021, comprises a comprehensive set of measures, including occupational health and safety briefings, workplace internships, first aid training, training on the use and application of personal protective equipment, and training on occupational health and safety requirements and safe methods and practices for performing work.

The Company operates various hazardous production facilities, including:

- transportation units (truck cranes and aerial work platforms);
- the enterprise gas consumption network (gas regulation unit);
- air intake facilities (operation of equipment under pressure exceeding 0.07 MPa).

In accordance with the requirements of Federal Law No. 116-FZ dated July 21, 1997 “On Industrial Safety of Hazardous Production Facilities” and Resolution of the Government of the Russian Federation No. 2168 dated December 18, 2020 “On Organization and Implementation of Production Control over Compliance with Industrial Safety Requirements” (together with the “Rules for Organization and Implementation of Production Control over Compliance with Industrial Safety Requirements”), the Company approved, by Order No. 256 dated August 26,

2024, the structure of the production control system for compliance with industrial safety requirements of the Company and Chechenenergo JSC, and enacted, effective September 1, 2024, the Regulations on Organization of Production Control over Compliance with Industrial Safety Requirements of the Company and Chechenenergo JSC.

A total of 74 hazardous production facilities are registered on the balance sheet of the Company's branches.

Of these, 2 facilities are classified as explosion and fire hazardous production facilities.

Industrial safety measures implemented in 2025 included:

- technical inspections and industrial safety examinations of technical equipment used at hazardous production facilities;
- fulfillment of hazardous facility owner liability insurance requirements through execution of Agreement No. ROSSETI10022500045 dated March 14, 2025, with SOGAZ JSC for compulsory civil liability insurance of owners of hazardous facilities for damage caused as a result of accidents at hazardous facilities;
- training and certification of employees in the field of industrial safety;
- inspections carried out within the framework of production control over compliance with industrial safety requirements;
- organization of investigations into accidents and incidents occurring at hazardous production facilities.

No accidents or incidents at the Company's hazardous production facilities were recorded in 2025.

No occupational diseases among employees were registered within the Company in 2025.

In order to improve production discipline, address electrical safety issues, and implement new principles of an effective occupational health and safety management system, the Company continues implementation of the "Zero Injury" concept (Order No. 416 dated December 27, 2024). A roadmap for implementation of this concept was developed and approved.

The roadmap measures planned for 2025 were fully implemented, including:

- two strategic sessions conducted with the senior management of the Company, its branches, and Chechenenergo JSC. Sessions and training programs are regularly conducted at the Company's branches;
- establishment and training of an instructor team responsible for educational activities, employee engagement through gamification, and application of andragogical methods;
- more than 80% of personnel have become familiar with the principles of the zero injury concept; repeated training sessions demonstrated reduced resistance and increased initiative and employee engagement;
- ongoing cooperation with the Corporate Energy Institute in the development of practical skills and understanding of the concept, the "5 Steps" methodology, and psycho-corrective activities;
- organization of visits by the Company's technical managers to operational divisions and meetings with branch employees within the framework of implementation of the "Zero Injury" concept;
- implementation of an action plan for development and introduction of both financial and non-financial employee motivation mechanisms, as well as other related measures.

In order to improve the competence of the Company's operational personnel in technical operation and occupational health and safety within the framework of the "Zero Injury" concept, in 2025 operational personnel participated, through the centralized personnel management system, in:

- training programs covering technical operation, occupational health and safety, fire safety, industrial safety, as well as other special rules and regulatory technical documentation;
- knowledge assessment (testing) in technical operation, occupational health and safety, fire safety, industrial safety, and other special rules and regulatory technical documentation.

To ensure that protection of employees' life and health remains a priority over any other work-related results, throughout 2025 the Company implemented activities aimed at ensuring safe working conditions and preventing occupational injuries among employees and third parties at Company facilities in accordance with Federal Law No. 197-FZ dated December 30, 2001, including:

- implementation of annual measures under the Comprehensive Program for Reduction of Injury Risks for Company personnel and third parties at Company facilities, established pursuant to Order of the Ministry of Labor of Russia No. 771n dated October 29, 2021, and approved by Company Order No. 413 dated December 26, 2024 "On Approval of Injury Risk Reduction Programs";

- monthly Occupational Health and Safety Days conducted at all Company branches to monitor working conditions, protective equipment, provision of special clothing and footwear, and sanitary and welfare conditions, with active participation of members of the Central Commission of the Company's executive office;

- in order to monitor employees' health conditions and maintain the functional capacity of personnel within the Companies, pre-employment, periodic, pre-trip, and post-trip medical examinations, as well as psychiatric evaluations, were conducted, and measures aimed at the psychophysiological support of occupational safety were implemented;

- in order to monitor the state of occupational health and safety within the Company's divisions, employees of the Industrial Safety and Production Control Department provided methodological support on occupational health and safety matters;

- pursuant to the requirements of Article 224 of Federal Law No. 197-FZ dated December 30, 2001, Occupational Health and Safety Committees operated within the executive office and branches of the Company in order to organize coordinated actions between the employer and employees aimed at ensuring compliance with occupational health and safety requirements, preventing occupational injuries and diseases, and preserving employees' health;

- meetings with labor collectives were held at all Company branches to promote occupational health and safety, prevent occupational injuries, and increase employees' responsibility for their own safety and the safety of subordinate personnel;

- the causes and circumstances of occupational accidents involving employees of subsidiaries and affiliates of Rosseti, PJSC were reviewed with the Company's personnel. Verification of the review of accident causes and circumstances, as well as communication to personnel of operational and informational notices regarding accidents that occurred in 2025, was included on a monthly basis in the programs for Occupational Health and Safety Days;

- in order to prevent occupational injuries, improve occupational safety and industrial sanitation conditions, enhance production culture, establish a comprehensive approach to eliminating identified violations and their root causes, and promptly eliminate deficiencies within the Company's structural divisions, Occupational Health and Safety Days are conducted using a comprehensive approach.

During Occupational Health and Safety Days, highly qualified employees from the Company's branches and executive office conducted training sessions for operational personnel of district electric network units. The sessions reviewed the causes and circumstances of accidents that occurred within the electric grid complex of Rosseti, PJSC, examined causes of violations of operational and dispatch discipline requirements, and included psychological testing and lectures. Possible consequences and employee liability for violations of occupational health and safety regulations, including criminal liability, were discussed. These activities proved effective in improving the qualifications of operational personnel and increasing their responsibility for compliance with applicable requirements.

At all Company branches, demonstration work permit admissions are conducted on a quarterly basis during Occupational Health and Safety Days. Such demonstration admissions constitute one form of personnel training and are aimed at achieving the following objectives:

- verification of the operational personnel's ability to prepare workplaces in accordance with the measures specified in work permits (or work orders), taking into account the nature and location of work, and to conduct briefings for crew members upon admission to work;

- verification of the ability of responsible work supervisors and work managers to properly accept workplaces and brief work crews on work performance procedures and safety measures;

- ensuring interaction among operational, maintenance, and engineering personnel when carrying out necessary workplace preparation activities and conducting targeted briefings prior to work admission;

- review and correction of errors arising during implementation of organizational and technical measures related to workplace preparation and admission to work;

- comprehensive assessment of the preparedness of operational and maintenance crews.

Analysis of the quality of organization of Occupational Health and Safety Days is conducted during conference-call meetings attended by members of the Central Commission of the Company's executive office.

When conducting Occupational Health and Safety Days throughout 2025, the following organizational aspects were taken into account:

- prior to the commencement of the repair campaign;

- during the repair campaign;

- from November through December, particular attention was paid to analyzing the effectiveness of occupational health and safety measures implemented during the year.

| Indicators                                                                                           | Unit              | Period         |                |                |                        |
|------------------------------------------------------------------------------------------------------|-------------------|----------------|----------------|----------------|------------------------|
|                                                                                                      |                   | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual | Change<br>2025/2024, % |
| 1                                                                                                    | 2                 | 3              | 4              | 5              | 6                      |
| <i>Occupational Accidents</i>                                                                        |                   |                |                |                |                        |
| For employees:                                                                                       |                   |                |                |                |                        |
| Number of persons injured in fatal occupational accidents / number of fatal occupational accidents   | persons/incidents | 2/2            | 3/3            | 0/0            | -100                   |
| Number of persons injured in severe occupational accidents / number of severe occupational accidents | persons/incidents | 4/4            | 0/0            | 1/1            | +100                   |
| For persons who are not employees but whose work and/or workplace is controlled by the Company:      |                   |                |                |                |                        |
| Number of persons injured in fatal occupational accidents / number of fatal occupational accidents   | persons/incidents | 0/0            | 0/0            | 0/0            | 0                      |
| Number of persons injured in severe occupational accidents / number of severe occupational accidents | persons/incidents | 0/0            | 0/0            | 0/0            | 0                      |
| <i>Occupational Diseases and High-Risk Work</i>                                                      |                   |                |                |                |                        |
| employees:                                                                                           |                   |                |                |                |                        |
| Number of occupational diseases resulting in employee death during the reporting year                | units             | 0              | 0              | 0              | 0                      |
| Number of employees recognized as disabled due to occupational disease during the reporting year     | persons           | 0              | 0              | 0              | 0                      |
| Number of persons diagnosed with an occupational disease during the reporting period                 | persons           | 0              | 0              | 0              | 0                      |

### 4.3. Environmental Protection

#### **Environmental Policy**

The Board of Directors of the Company approved the “Environmental Policy of Rosseti Northern Caucasus, PJSC” as an internal corporate document (Minutes No. 551 dated April 3, 2024).

This Environmental Policy was developed with the following objectives:

- compliance with the requirements and standards established by environmental legislation of the Russian Federation and international regulations governing environmental protection;
- ensuring greenhouse gas emissions accounting in accordance with the requirements of Russian legislation;
- prioritizing measures aimed at preventing negative environmental impacts over measures intended to eliminate environmental consequences of such impacts;
- implementation of innovative, energy-efficient and energy-saving technologies, as well as best available technologies for improving energy efficiency, ensuring compliance with environmental protection requirements and minimizing environmental impact;
- ensuring environmentally safe handling of production waste;
- monitoring compliance by contractors, during the design, construction, reconstruction, and technical modernization of production facilities, with the requirements of Russian environmental legislation, regulatory and technical documentation, and the Company’s local environmental regulations;
- ensuring transparency and accessibility of environmental information, including informing all stakeholders about accidents that have occurred, their environmental consequences, and remediation measures;
- involving the Company’s personnel in activities aimed at ensuring environmental safety, including advanced training of employees in the field of environmental protection;
- fulfillment of all assumed obligations.

#### **Environmental Protection Performance**

According to the categorization of facilities with negative environmental impact (the “NEI Facilities”), the Company’s production divisions have been assigned Category III and Category IV status. In accordance with the environmental law requirements applicable to Category III NEI Facilities, the following documentation has been developed by the Company’s branches and is updated on a timely basis:

1. Inventory of emission sources;
2. Draft standards for permissible emissions (calculation for hazardous substances of Hazard Classes I and II);
3. Industrial environmental control programs;
4. Waste certificates;
5. Waste movement logs;
6. Sanitary protection zone projects;
7. Decisions establishing sanitary protection zones.

The following annual reporting forms are submitted to authorized state authorities:

1. Form No. 2-TP – Waste;
2. Form No. 2-TP – Air;
3. Form No. 2-TP – Water Management;
4. Form No. 4-OS;
5. Reports under Forms 6.1, 6.2, and 6.3;
6. Declaration on payment for negative environmental impact;
7. Report on organization and results of industrial environmental control activities.

The main sources of atmospheric air pollution at the Company's branches are garage facilities, including workshops, repair bays, and vehicle parking areas. In accordance with industrial environmental control programs, measurements of pollutants emitted into atmospheric air from pollution sources are carried out. No exceedances of maximum permissible concentrations have been recorded. Since pollutant concentrations generated by emissions from the facilities do not exceed established atmospheric air pollution standards at the boundaries of nearby residential areas and adjacent territories, no measures to reduce pollutant emissions during adverse weather conditions are required. Installation of noise protection barriers is also not required.

The Company does not hold a license for handling waste of Hazard Classes I-IV. Therefore, for disposal of Hazard Class III-IV waste, agreements have been concluded with organizations licensed for waste management activities. For disposal and neutralization of Hazard Class I-II waste, a centralized agreement has been concluded with Federal Environmental Operator (FSUE "FEO").

Waste is accumulated in specially equipped areas that comply with sanitary and epidemiological welfare requirements and in accordance with waste handling instructions.

Municipal solid waste is accumulated in accordance with the rules for handling municipal solid waste approved by the Government of the Russian Federation.

In 2025, a reduction was recorded in the volume of waste generated compared to 2024, based on the actual generation and transfer of Hazard Class I-V waste to specialized enterprises.

In 2025, FSUE "FEO" processed applications submitted in 2024 for removal and neutralization of Hazard Class I-II hazardous waste. Applications submitted under the agreement concluded in 2025 are expected to be completed during the current year. The accumulation period for generated waste does not exceed 11 months.

During the reporting year, the Company's branches continued equipping electric grid facilities (35-110 kV overhead transmission lines) with bird protection devices. Replacement of bare conductors with self-supporting insulated wire was also carried out.

All transformer substations are fenced and equipped with protective covers, preventing animals from entering substation areas and accessing components and mechanisms.

Environmental protection expenditures in 2025 amounted to RUB 14,652.31 thousand.

| Indicators                                                               | Unit                    | Period         |                |                |                        |
|--------------------------------------------------------------------------|-------------------------|----------------|----------------|----------------|------------------------|
|                                                                          |                         | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual | Change<br>2025/2024, % |
| 1                                                                        | 2                       | 3              | 4              | 5              | 6                      |
| Gross emissions of pollutants into the atmosphere, total                 | tons                    | 18.90          | 42.68          | 56.62          | 32.66                  |
| Water consumption volume                                                 | thousand m <sup>3</sup> | 102.36         | 107.27         | 162.46         | 51.45                  |
| Waste generated                                                          | tons                    | 5,894.4        | 5,786.49       | 3,321.62       | -42.60                 |
| Volume of waste transferred for processing, recycling and neutralization | tons                    | 2,312.51       | 2,317.15       | 461.97         | 80.06                  |
| Environmental charges for negative environmental impact                  | RUB<br>thousand         | 100.58         | 2.123          | 2.98           | 40.37                  |
| Discharge of pollutants into water bodies                                | thousand m <sup>3</sup> | 0              | 0              | 0              | 0                      |
| Installation of bird protection devices at electric grid facilities      | units                   | 3,410          | 1,408          | 3,729          | 164.8                  |

#### 4.4 Energy Consumption and Energy Saving

In 2024, activities related to energy saving and enhancement of the Company's energy efficiency were carried out in accordance with Federal Law No. 261-FZ dated November 23, 2009 "On Energy Saving and on Improving Energy Efficiency", orders of the Ministry of Energy of the Russian Federation, the Regulations on the Formation of Energy Saving and Energy Efficiency

Improvement Programs for Subsidiaries and Affiliates of Rosseti, PJSC (approved by the Board of Directors of Rosseti, OJSC, Minutes No. 156 dated June 02, 2014), as well as in accordance with the Energy Saving and Energy Efficiency Improvement Program of Rosseti Northern Caucasus, PJSC for the period of 2022–2027 (hereinafter referred to as the “Program”) approved by the Board of Directors of Rosseti Northern Caucasus, PJSC (Minutes No. 509 dated August 29, 2022).

For the purpose of ensuring the implementation of the Program, the Executive Office and the Company’s branches conduct ongoing monitoring and analysis of Program execution (Order of IDGC of Northern Caucasus, OJSC No. 518 dated October 07, 2013 “On the Organization of Activities Related to Energy Saving and Energy Efficiency Improvement at IDGC of Northern Caucasus, OJSC”; Order of the branch of IDGC of Northern Caucasus, PJSC – Kabbalkenergo No. 145 dated April 26, 2018; Order of the Karachay-Cherkess branch of IDGC of Northern Caucasus, OJSC No. 290 dated October 14, 2013 “On the Organization of Activities Related to Energy Saving and Energy Efficiency Improvement at the Karachay-Cherkess Branch of IDGC of Northern Caucasus, OJSC”; Order of the North Ossetian branch of IDGC of Northern Caucasus, OJSC No. 595 dated October 15, 2013; Directive of the branch of IDGC of Northern Caucasus, PJSC – Sevkavkazenergo No. SOF/7r dated January 25, 2018 “On the Organization of Activities Related to Energy Saving and Energy Efficiency Improvement”; Order of the branch of IDGC of Northern Caucasus, PJSC – Stavropolenergo No. 259 dated November 01, 2017 “On the Organization of Activities Related to Energy Saving and Energy Efficiency Improvement”; Order of the branch of IDGC of Northern Caucasus, PJSC – Ingushenergo No. 16 dated February 01, 2018 “On the Organization of Activities Related to Energy Saving and Energy Efficiency Improvement”; Directive of the branch of Rosseti Northern Caucasus, PJSC – Dagenenergo No. 23r dated April 04, 2025 “On Approval of the Grid Reporting Regulations”).

#### Energy Consumption and Energy Saving Indicators

| Indicators                                     | Unit         | Period |        |        |                     |
|------------------------------------------------|--------------|--------|--------|--------|---------------------|
|                                                |              | 2023   | 2024   | 2025   | Change 2025/2024, % |
| Consumption of fuel and energy resources (FER) | thousand toe | 15.62  | 15.50  | 15.07  | -2.74               |
|                                                | RUB mn       | 531.88 | 564.32 | 609.11 | 7.35                |

#### Volume of Energy Resources Consumed in 2025

| Item No. | Types of Resources | Unit                    | 2025 Plan | 2025 Actual | Deviation, % |
|----------|--------------------|-------------------------|-----------|-------------|--------------|
| 1.       | Thermal energy     | Gcal                    | 6,674.54  | 6,359.63    | -4.95        |
|          |                    | thousand toe            | 0.95      | 0.91        | -4.39        |
|          |                    | RUB mn, excl. VAT       | 15.22     | 19.98       | 23.82        |
| 2.       | Electric energy    | mn kWh                  | 48.19     | 46,74       | -3.10        |
|          |                    | thousand toe            | 5.78      | 5.61        | -3.03        |
|          |                    | RUB mn, excl. VAT       | 223.20    | 217.20      | -2.76        |
| 3.       | Motor gasoline     | thousand l              | 4,989.31  | 4,693.48    | -6.3         |
|          |                    | thousand toe            | 5.65      | 5.31        | -6.40        |
|          |                    | RUB mn, excl. VAT       | 230.07    | 244.32      | 5.83         |
| 4.       | Diesel fuel        | thousand l              | 1,639.98  | 2,052.94    | 20.11        |
|          |                    | thousand toe            | 2.02      | 2.53        | 20.15        |
|          |                    | RUB mn, excl. VAT       | 86.62     | 121.30      | 28.59        |
| 5.       | Natural gas*       | thousand m <sup>3</sup> | 359.27    | 614.29      | 41.51        |
|          |                    | thousand toe            | 0.41      | 0.54        | 42.25        |
|          |                    | RUB mn, excl. VAT       | 3.13      | 4.27        | 26.69        |

\* Including gas used as motor fuel in the amount of 0.08 thousand m<sup>3</sup> (RUB 2.03 mn excl. VAT), as well as gas consumed for utility needs of administrative and production buildings in the amount of 614.29 thousand m<sup>3</sup> (RUB 4.27 mn excl. VAT).

No other types of energy resources were consumed by the Company in 2025.

The excess over the planned target values for natural gas consumption for utility needs of administrative and production buildings in the amount of 614.37 thousand m<sup>3</sup> was attributable to the following factors:

- natural gas consumption by the Kabbalkenergo Branch not accounted for in the planned indicators of the Program, used for utility needs of electricity sales office buildings following the assumption of the functions of the Supplier of Last Resort;
- inclusion on the balance sheet of the Sevkavkazenergo Branch of electricity sales office buildings, as well as lease of additional buildings for the accommodation of electricity sales offices;
- inclusion on the balance sheet of the Ingushenergo Branch of natural gas consumption not accounted for in the planned indicators of the Program, used for utility needs of electricity sales office buildings following the assumption of the functions of the Supplier of Last Resort.

The excess over the planned target values for motor fuel consumption in the amount of 199.43 thousand liters was attributable to the following factors:

- for the Dagenenergo Branch — repair and restoration activities, as well as modernization and reconstruction of overhead transmission lines (OHL), cable lines (CL), and transformer substations (TS);
- for the Ingushenergo Branch — expansion of the repair program of the Ingushenergo Branch, increased number of vehicle trips and increased number of unscheduled dispatches of equipment;
- for the Sevkavkazenergo Branch — adverse weather conditions and emergency restoration work on 35/6 kV overhead transmission lines involving the use of vehicles and specialized equipment;
- for the Karachayevo-Cherkesskenenergo Branch:
  - provision of fuel for vehicles of electricity sales divisions (following the assumption of the functions of the Supplier of Last Resort);
  - performance of a significant volume of in-house work related to technological connection of new consumers to the grid during the reporting year;
- for the Kabbalkenergo Branch — expansion of the vehicle fleet of the Kabbalkenergo Branch by 44 vehicles acquired at the end of 2024.

#### 4.5. Regional Development

Rosseti Northern Caucasus, PJSC operates in the territory of the North Caucasian Federal District. The District was established by Decree of the President of the Russian Federation dated January 19, 2010. The territory of the District amounts to 170.4 thousand km<sup>2</sup> (approximately 1% of the territory of Russia).

The region possesses specific socio-economic, political and natural characteristics that may create risks for the establishment and operation of economically stable and investment-attractive entities in the electricity market. At the same time, the Company believes that these regional characteristics provide opportunities enabling the Company to gain unique experience in addressing challenges in the electric power industry. The key conditions for transforming risks into opportunities include strict adherence to the strategic objective of achieving and maintaining operational efficiency, as well as responsible and transparent corporate management.

Factors contributing to the investment attractiveness of the region:

- special government support measures;
- dedicated development institutions for the District;
- opportunities for the development of all types of tourism;
- transport accessibility;
- extensive opportunities for industrial development;
- unique natural and climatic conditions.

## Geography of the District

The District borders:

- by land — the Southern Federal District, Abkhazia, Azerbaijan, Georgia, and South Ossetia;
- by maritime boundaries — Iran, Kazakhstan, and Turkmenistan;
- in the east — the Caspian Sea; in the south — the Greater Caucasus Mountain Range and the borders with Georgia and Azerbaijan; in the west and north — internal administrative borders of the Russian Federation.

The District possesses a unique combination of balneological resources, including mineral drinking waters, thermal waters and therapeutic mud (approximately 30% of Russia's mineral water resources and over 70% of the country's thermal water reserves are concentrated in the region). The Greater Caucasus mountain system occupies approximately 50% of the territory of the North Caucasian Federal District.

The constituent entities of the Russian Federation within the area of responsibility of Rosseti Northern Caucasus, PJSC are characterized by a relatively low level of territorial development. At the same time, developed infrastructure, including electric power infrastructure, is a necessary prerequisite for territorial development and urban growth. Acknowledging its responsibility in this regard, the Company makes every effort to build a high-tech, reliable and safe grid infrastructure.

Rosseti Northern Caucasus, PJSC contributes to the economic development of the constituent entities of the Russian Federation within the Company's area of responsibility as follows:

- infrastructure foundation of the economy. Ensuring reliable, high-quality and affordable power supply to consumers constitutes a strategic objective of the Company. By improving technological infrastructure and expanding mechanisms of interaction with consumers, the Company strives to continuously enhance operational efficiency, accessibility and quality of services provided, and reliable operation of the power system within its area of responsibility;
- investments in infrastructure development in the interests of consumers. The Company implements an investment program aimed at the development of electric grid infrastructure, modernization of fixed assets, enhancement of accessibility of electric grid infrastructure and expansion of the service area;
- job creation and tax revenue generation. The Company is one of the largest employers in the North Caucasian Federal District. The Company seeks to create and maintain comfortable and safe working conditions and to provide competitive remuneration for its employees;
- implementation of innovations and support for technological development. The Company strives to introduce advanced technological and scientific developments;
- support for domestic manufacturers. The Company seeks to reduce the share of imports in its procurement structure and to support domestic manufacturers and suppliers;
- increase in the share of the grid services market. In order to establish a single center of responsibility for ensuring reliable, high-quality and affordable power supply, the Company carries out consolidation of electric grid assets used in the process of electric power transmission within the territory of the Russian Federation. Unified management principles and the requirements of the Company's Regulation "On Unified Technical Policy" (approved by the Board of Directors of the Company, Minutes No. 576 dated March 12, 2025) are aimed at ensuring reliable power supply to consumers and energy security of the regions within the Company's area of responsibility.

As one of the largest employers in the North Caucasian Federal District, Rosseti Northern Caucasus, PJSC also recognizes its role in supporting sustainable economic growth and employment in the region. In order to achieve and maintain the status of a modern and highly efficient company, implementation of social policy measures constitutes the foundation of the Company's strategic development.

#### 4.6. Procurement Activities

The Company's procurement activities are governed by the provisions of the Unified Procurement Standard of Federal Grid Company – Rosseti, Public Joint-Stock Company approved by the Board of Directors of Federal Grid Company – Rosseti, PJSC (Minutes No. 604/6 dated December 30, 2022, as amended by Minutes No. 671 dated December 16, 2024). Pursuant to the resolution of the Board of Directors of the Company (Minutes No. 571 dated January 14, 2025), Rosseti Northern Caucasus, PJSC acceded to the Unified Procurement Standard of Rosseti, PJSC.

Procedural regulation of procurement activities is applied in order to ensure targeted and efficient use of the Company's funds, achievement of economically justified costs, and prevention of potential abuse by the customer (procurement organizer).

The key principles underlying procurement activities are as follows:

- a) timely (long-term and short-term) planning of procurement activities and ensuring the possibility of prompt decision-making with respect to adjustments of procurement parameters where necessary;
- b) equality, fairness, non-discrimination and absence of unreasonable restrictions on competition with respect to procurement participants;
- c) targeted and economically efficient expenditure of funds for procurement of goods, work and services, as well as implementation of measures aimed at reducing the customer's costs;
- d) absence of restrictions on participation in procurement procedures through establishment of immeasurable requirements for procurement participants;
- e) ensuring transparency of procurement activities;
- f) fair and reasonable selection of the most preferable proposals based on a comprehensive analysis of benefits and costs (primarily price and quality of products);
- g) compliance with the requirements of applicable laws regulating procurement activities.

Procurement procedures may be conducted in several formats:

- **tender** — this type of procedure is conducted in order to attract bids and select the most appropriate method of satisfying the customer's needs;
- **auction** — auctions are conducted for procurement of products for which there is a competitive producers' market and for which the procurement initiator has formulated detailed requirements in the form of technical specifications. The Central Procurement Authority of Rosseti, PJSC shall be entitled to determine the list of products to be procured exclusively through auction procedures.
- **request for proposals** — conducted where there is no need for immediate procurement from a sole source and where the complexity of the products or supply terms does not allow for the use of an auction or request for quotations procedure; where the customer requires the possibility to withdraw from the procurement or contract execution; and where the initial (maximum) contract price does not exceed RUB 10 mn (including value added tax)
- **request for quotations** — this procedure may be used for procurement of standard products for which there is an established market, where price is the sole evaluation criterion, and provided that the contract price does not exceed RUB 5 mn (including value added tax) for an open request for quotations;
- **price comparison** — conducted where technical requirements for the procured products are clearly and unambiguously defined, including where functional characteristics (consumer properties) of goods, dimensions, packaging, shipment terms, and specific requirements for work (services) results are established in the form of technical specifications, and where there is insufficient time to conduct another competitive procurement procedure (procurement through price comparison is carried out for amounts up to RUB 100,000 including VAT);
- **sole-source procurement** — used where procurement of unique goods is required; where products may be obtained from only one supplier and no equivalent substitute exists; where

additional procurement is required through extension of contracts originally concluded as a result of a competitive procurement procedure and where the possibility of extension was provided for in the procurement documentation; and where, by decision of the Customer's Central Procurement Authority, procurement may be conducted through participation by the customer in auctions, tenders or other procedures organized by suppliers of products.

In accordance with Clause 3 of the Unified Procurement Standard, information on regulated procurement procedures and reports on their results are published on the official website at [www.zakupki.gov.ru](http://www.zakupki.gov.ru).

In 2025, a total of 740 procurement procedures were conducted for an aggregate amount of RUB 11,586,997.39 thousand, including VAT.

Breakdown by procurement method:

- 63 procurements (electronic tenders) in the amount of RUB 2,372,399.42 thousand, including VAT (10.50% of the total number of procurements and 19.15% of the total procurement value);
- 18 procurements (electronic requests for proposals) in the amount of RUB 74,358.66 thousand, including VAT (2.81% of the total number of procurements and 0.55% of the total procurement value);
- 32 procurements (electronic requests for quotations) in the amount of RUB 60,373.12 thousand, including VAT (4.98% of the total number of procurements and 0.63% of the total procurement value);
- 2 procurements (requests for prices based on competitive prequalification results) in the amount of RUB 13,684.99 thousand, including VAT (0.4% of the total number of procurements and 0.26% of the total procurement value);
- 2 procurements (open auctions) in the amount of RUB 1,800,000.00 thousand, including VAT (0.4% of the total number of procurements and 17.72% of the total procurement value);
- 142 sole-source procurements in the amount of RUB 816,810.67 thousand, excluding VAT (19.22% of the total number of procurements and 4.61% of the total procurement value);
- 184 procurements conducted through price comparison in the amount of RUB 53,413.901 thousand, including VAT, using the electronic trading system;
- 297 procurements resulting from unsuccessful procurement procedures in the amount of RUB 6,395,956.63 thousand, including VAT (42.89% of the total number of procurements and 56.96% of the total procurement value),
  - ✓ including procedures with only one participant (one bid submitted) in the amount of RUB 5,233,937.39 thousand, including VAT (74% of the procurement volume resulting from unsuccessful open procedures in value terms);
  - ✓ including procedures with only one qualified participant (only one bid meeting the requirements of the technical specifications, while bids of other participants were rejected) in the amount of RUB 1,162,019.23 thousand, including VAT (26% of the procurement volume resulting from unsuccessful open procedures in value terms).

Breakdown by business activity:

- “Reconstruction and Technical Re-equipment of Electric Grid Facilities” — 105 procurements in the amount of RUB 3,696,977.94 thousand, including VAT (16.48% of the total number of procurements and 26.78% of the total procurement value);
- “Power Equipment Repair and Maintenance Operations” — 142 procurements in the amount of RUB 3,189,153.50 thousand, including VAT (15.35% of the total number of procurements and 40.40% of the total procurement value);
- “IT Procurements” — 31 procurements in the amount of RUB 131,056.04 thousand, including VAT (3.72% of the total number of procurements and 0.64% of the total procurement value);

– “Other Procurements” — 462 procurements in the amount of RUB 4,569,809.91 thousand, including VAT (66.51% of the total number of procurements and 30.41% of the total procurement value).

The number of procurements conducted using e-commerce tools amounted to 598 procurements totaling RUB 10,770,186.72 thousand, excluding VAT (80.13% of the total number of procurements and 97.06% of the total procurement value, excluding sole-source procurements).

The economic effect achieved as a result of procurement procedures during the reporting period amounted to RUB 200,628.77 thousand, including VAT, or 1.7% of the planned announced procurement value.

**Information on the Number and Total Value of Contracts Concluded with Small and Medium-Sized Enterprises (SMEs) During the Reporting Period**

| Name                                                                        | Number of Contracts | Contract Value (RUB thousand, incl. VAT) | Value of Payments Under Executed Contracts (RUB thousand, incl. VAT)* | Share of Executed and Paid Contracts*, % |
|-----------------------------------------------------------------------------|---------------------|------------------------------------------|-----------------------------------------------------------------------|------------------------------------------|
| Procurement from SMEs*                                                      | 383                 | 7,208,681.21911                          | 6,851,028.11768                                                       | 94.64 %                                  |
| Including procurements conducted exclusively among SMEs (“special tenders”) | 186                 | 4,769,593.98077                          | 4,710,424.04322                                                       | 25.88                                    |

\* The data are prepared in accordance with the requirements of Resolution of the Government of the Russian Federation No. 1352 dated December 11, 2014.

**4.7. Anti-Corruption Policy and Ensuring Security of Economic Activities**

In accordance with Article 13.3 of Federal Law No. 273-FZ dated December 25, 2008 “On Combating Corruption”, the Company implements a set of measures and initiatives aimed at prevention of and counteraction to corruption.

The Company carries out ongoing supervision and regular monitoring of the effectiveness of the implemented anti-corruption standards and procedures, as well as monitoring of compliance therewith.

On July 19, 2023, the Company’s Board of Directors approved the restated Anti-Corruption Policy of the Company (Minutes No. 536 dated July 21, 2023) (hereinafter referred to as the “Anti-Corruption Policy”).

The adopted Anti-Corruption Policy is a strategic document defining the unified approach of the Rosseti Group to implementation of the requirements of Article 13 of Federal Law No. 273-FZ dated December 25, 2008 “On Combating Corruption”, concerning the development and implementation of measures aimed at prevention of and counteraction to corruption.

This Anti-Corruption Policy is aimed at achieving the following objectives: development and implementation of a set of organizational, explanatory and other measures to ensure compliance by employees with prohibitions, restrictions and requirements established for anti-corruption purposes; unification of anti-corruption standards for employees of the Company and its controlled entities; ensuring oversight of the application of statutory legal liability measures in each case of non-compliance with prohibitions, restrictions and requirements established for anti-corruption purposes, including measures aimed at prevention and/or settlement of conflicts of interest; and continuation of efforts to foster a negative attitude toward corruption among employees.

The full text of the Anti-Corruption Policy is available in the “Anti-Corruption Policy” section of the Company’s official website: <http://www.rossetisk.ru/about/antikorrupcionnaya-politika/>.

Implementation of the provisions and requirements of the Anti-Corruption Policy during the reporting period was carried out within the framework of the List of Anti-Corruption Measures and the Company’s Corruption Prevention and Counteraction Action Plan for 2025.

For the purpose of improving the legal regulation of anti-corruption activities of the Company and its controlled entities, as well as establishing a unified approach to corruption

prevention and counteraction activities, the following organizational and administrative documents regulating certain areas of activity were developed and implemented in 2025:

- Order No. 52 dated February 13, 2025 “On Amendments to Order No. 378 dated December 09, 2024” (Order No. 378 dated December 09, 2024 “On Measures for Corruption Prevention — Prevention and Settlement of Conflicts of Interest in the Company and Controlled Entities”);
- Order No. 78 dated March 04, 2025 “On Approval of the Procedure for Receiving and Reviewing Hotline Reports from Applicants Regarding Possible Corruption and Fraud”;
- Order No. 163 dated May 23, 2025 “On Amendments to Order No. 378 dated December 09, 2024” (Order No. 378 dated December 09, 2024 “On Measures for Corruption Prevention — Prevention and Settlement of Conflicts of Interest in the Company and Controlled Entities”);
- Order No. 318 dated October 22, 2025 “On Conducting an Anonymous Survey”;
- Order No. 345 dated November 13, 2025 “On Amendments to Order No. 160 dated May 24, 2024”.

These organizational and administrative documents provide the Company with sufficient instruments to carry out anti-corruption activities, assess the effectiveness of such activities, and improve and adjust them in day-to-day operations in accordance with the legislation of the Russian Federation.

All newly hired employees signed an undertaking to complete online training and testing on corruption prevention and counteraction through the Company’s corporate portal within one month from the date of employment. In total, in 2025, 2,799 employees of the Company and its controlled entities signed undertakings to complete online training and testing.

Pursuant to Order No. 318 dated October 22, 2025 “On Conducting an Anonymous Survey”, the Company established a working group responsible for organizing an anonymous survey regarding implementation of the Anti-Corruption Policy. Under the supervision of this working group, anonymous surveys were conducted among employees of the Company’s Executive Office, branches and Chechenenergo, JSC, including district electric networks and electricity sales offices.

A total of 7,058 employees participated in the anonymous survey, including participation in electronic format.

In accordance with the Schedule for Professional Training, Retraining and Advanced Training of Personnel of the Company’s Executive Office for 2025, training was organized for two employees at the North Caucasus Federal University, one employee at the St. Petersburg Academy of Security (Autonomous Non-Profit Organization of Additional Professional Education), two employees at the Corporate Energy Institute (Private Educational Institution of Additional Professional Education), and four employees of the Company’s Department for Security and Anti-Corruption at Pricing and Contract Solutions LLC, Moscow, whose official duties include participation in anti-corruption activities.

In 2025, three articles promoting the inadmissibility of corrupt conduct by employees of the Company and its controlled entities were published on the Company’s official corporate website. In addition, the articles were published through the media resources of Komsomolskaya Pravda, the Company’s Telegram channel, and social media platforms Odnoklassniki and VKontakte.

In accordance with the requirements of the Anti-Corruption Policy, the Company and its controlled entities participated in collective anti-corruption and corruption prevention initiatives (the Company is a participant in the Anti-Corruption Charter, Certificate No. 2071 dated May 25, 2015).

The Company carries out activities aimed at prevention and settlement of conflicts of interest, including annual declaration of conflicts of interest by employees of the Company, as well as declaration of conflicts of interest by candidates applying for vacant positions with the Company and its controlled entities upon hiring and employee transfers. Information obtained through the conflict-of-interest declaration process is subject to analysis. Reports on employees’ conflict-of-

interest declarations are submitted to Rosseti, PJSC within the established deadlines in accordance with the applicable organizational and administrative documents.

As part of the annual conflict-of-interest declaration process in 2025, a campaign was conducted for annual declaration of conflicts of interest by administrative and managerial personnel of the Company's Executive Office and its controlled entities for 2024, in accordance with the requirements of Order No. 378 dated December 09, 2024 "On Measures for Corruption Prevention — Prevention and Settlement of Conflicts of Interest at Rosseti Northern Caucasus, PJSC and Controlled Entities". In total, 1,903 employees submitted declarations. During verification of employees' conflict-of-interest declarations, two cases of potential conflict-of-interest situations were identified, related to the performance by Company employees of certain functions involving their relatives. All potential conflict-of-interest situations were resolved through ordinary business procedures.

In order to eliminate personal interest of employees (or candidates) in the performance of their employment functions and business decision-making, as well as to identify, prevent and settle conflicts of interest, activities were carried out during the reporting period to verify conflict-of-interest declarations submitted by candidates applying for positions with the Company and its controlled entities. In 2025, a total of 2,837 declarations submitted by employment candidates were reviewed, and the relevant opinions were prepared. A total of 38 opinions affecting decisions not to conclude employment agreements with candidates for vacant positions were prepared and submitted to the personnel management and organizational design departments of the Company and its controlled entities (including cases involving inaccurate information specified by candidates in their conflict-of-interest declarations, information regarding unreliability of candidates, etc.).

As part of activities aimed at implementing standards and procedures intended to ensure ethical business conduct and identify cases of affiliation and other abuses, measures were carried out in the first quarter of 2025 to verify information on income, property, and property-related obligations of employees holding positions within the Company and their close relatives for 2024. In total, information relating to 19 declarants and 61 of their close relatives was reviewed. Identified remarks unrelated to potential conflict-of-interest situations were resolved through ordinary business procedures.

The Company has in force Order No. 78 dated March 04, 2025 approving the Procedure for Receipt, Review and Resolution of Reports from Applicants (employees, counterparties of the Company and its controlled entities, and other individuals and legal entities) regarding possible corruption-related facts (hereinafter, the "Procedure"). The Procedure establishes a unified mechanism for organization of receipt, review and resolution of reports from employees of the Company and its controlled entities, counterparties and other individuals and legal entities regarding possible corruption-related facts, and also regulates the process of reviewing possible corruption cases and developing appropriate measures aimed at suppression of corruption offenses. The Procedure provides accessible channels for all persons to submit reports, as well as preliminary review procedures, review timelines and monitoring mechanisms, and the format for maintaining the Register and Log of Applicants' Reports on Possible Corruption-Related Facts in all branches of the Company and its controlled entities. In 2025, a total of 17 reports regarding possible corruption-related facts within the Company and its controlled entities were duly registered. As a result of internal investigations conducted in relation to the facts set forth in such reports, no corruption-related violations were identified.

As part of implementation of the requirements of the unified Anti-Corruption Standard in procurement activities, employees of the security unit carried out 790 reviews of procurement documentation and procurement participants/counterparties in order to assess their reliability and integrity, prevent affiliation, identify conflicts of interest, and detect other abuses related to positions held within the Company. Active efforts are being made to reduce the initial (maximum) procurement price. In 2025, the initial (maximum) procurement price was reduced by a total amount of RUB 58.1 mn.

In 2025, employees of the Department for Security and Anti-Corruption reviewed 1,978 draft contracts/addenda with counterparties. Deficiencies identified during the approval process, such as absence of an anti-corruption clause in the contract text, failure of counterparties to provide information regarding ownership structure, or incorrect disclosure of the ownership chain, were remedied by contract supervisors through ordinary business procedures. During the contract performance stage, compliance with the requirements of the anti-corruption clause and timely submission of updates to the ownership chain of counterparties were monitored.

As part of anti-corruption activities implemented in 2025, law enforcement authorities, with assistance from employees of the Company's Department for Security and Anti-Corruption, identified two corruption-related incidents involving actions of an employee of one of the Company's branches. All materials collected in relation to these incidents were transferred to law enforcement authorities, which initiated criminal proceedings against the branch employee.

On an ongoing basis, the Company maintains the insider list, timely notifies persons included in the insider list (and persons excluded therefrom), submits insider lists to the trading organizer (Moscow Exchange) in response to requests of the trading organizer, prepares reports on probable and/or actual regulatory risk events relating to counteraction to unlawful use of insider information and/or market manipulation (hereinafter referred to as "Counteraction to Unlawful Use of Insider Information and Market Manipulation"), as well as reports on the activities of the Department for Security and Anti-Corruption within the framework of internal control for purposes of Counteraction to Unlawful Use of Insider Information and Market Manipulation, for subsequent submission to the Company's General Director. In addition, activities are carried out to verify ownership chains of procurement participants, consolidate and review information on contracts concluded with counterparties of the Company and its controlled entities, identify beneficiaries and enter relevant data into the Automated System for Analysis and Collection of Information on Beneficiaries of Rosseti, PJSC.

| Indicators                                                                                                                                                                                                                                                                                                               | Unit   | Period         |                |                |                        |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|----------------|----------------|----------------|------------------------|
|                                                                                                                                                                                                                                                                                                                          |        | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual | Change<br>2025/2024, % |
| 1                                                                                                                                                                                                                                                                                                                        | 2      | 3              | 4              | 5              | 6                      |
| Number of audit and inspection activities conducted with participation of branch security divisions in the area of financial and business operations aimed at identification, prevention and recovery (compensation) of damages                                                                                          | units  | 8,788          | 9,400          | 9,009          | 4.16                   |
| Anti-corruption control over procurement stages (review of analytical memoranda and matters submitted to meetings of the Central Procurement Authority (Central Tender Commission), anti-corruption review of draft contracts, verification of procurement participants for possible affiliation with Company employees) | units  | 3,662          | 4,139          | 4,012          | -2.43                  |
| Number of reports received through the "hotline" regarding possible corruption and fraud                                                                                                                                                                                                                                 | units  | 22             | 22             | 17             | -22.7                  |
| Prevented material damage resulting from the activities carried out                                                                                                                                                                                                                                                      | RUB mn | 42.6           | 203.7          | 58.1           | -71.5                  |
| Share of security service employees who completed training on the Company's human rights policy or specific security-related procedures and their application                                                                                                                                                            | %      | 100            | 100            | 100            | 0                      |

#### 4.8. Information Disclosure, Public Relations, Relations with Government Authorities and Mass Media

##### Disclosure of Information in the Securities Market

Information disclosure constitutes an important element of the Company's corporate governance system, ensuring that the Company's shareholders, investors and other interested parties are able to obtain an objective understanding of the Company's performance results, plans and development areas.

The primary objective of the Company's information disclosure policy is to ensure a high level of trust in the Company among shareholders, potential investors, counterparties and other stakeholders. This objective is achieved through provision of information about the Company, its activities and the Company's securities in a scope sufficient to enable such persons to make informed and well-balanced decisions with respect to Rosseti Northern Caucasus, PJSC and its securities.

In 2025, the Company disclosed information in accordance with the requirements of the legislation of the Russian Federation applicable to issuers whose securities are placed and/or traded within the Russian Federation, including Federal Law No. 208-FZ dated December 26, 1995 "On Joint-Stock Companies" (hereinafter, the "Federal Law on Joint-Stock Companies"), Federal Law No. 39-FZ dated April 22, 1996 "On the Securities Market" (hereinafter, the "Federal Law on the Securities Market"), Bank of Russia Regulation No. 714-P dated March 27, 2020 "On Information Disclosure by Issuers of Equity Securities" and other regulations of the Russian Federation, as well as additional information voluntarily disclosed by the Company. In 2022, a new Regulation on Information Policy of Rosseti Northern Caucasus, PJSC was approved by the Company's Board of Directors on June 14, 2022 (Minutes No. 503 dated June 17, 2022). In 2025, for the purpose of monitoring compliance with the information policy, the Company's Board of Directors reviewed the issue of compliance with the Company's Information Policy Regulation for 2024 (Minutes No. 575 dated March 07, 2025).

Rosseti Northern Caucasus, PJSC discloses the information, inter alia, on the basis of the relevant disclosure plan published on the Company's corporate [website](#) in the section "Shareholders and Investors / Investor Calendar".

The Company's website, <http://www.rossetisk.ru>, provides coverage of key events and publishes information regarding the Company's main operational and financial performance indicators, implementation of the investment program, customer information and other corporate information.

The Company's activities relating to disclosure of material information are based on the principles of regularity, consistency and timeliness, as well as accessibility, completeness, reliability and comparability.

In connection with the registration on March 20, 2008 by the Federal Financial Markets Service of the securities prospectus of IDGC of Northern Caucasus, OJSC, relating to shares placed through conversion of shares of Stavropolenergo, OJSC, Dagenergo, OJSC, and KEUK, OJSC into additional shares of IDGC of Northern Caucasus, OJSC in connection with reorganization through merger, and pursuant to Article 30 of the Federal Law on the Securities Market, beginning from the first quarter of 2008 the Company has disclosed information in the form of quarterly reports (issuer reports), notices of material facts and information regarding events capable of materially affecting the value of securities of a joint-stock company. The Company publishes information through the news feed of the information agency SCREEN LLC at <http://disclosure.skrin.ru/disclosure/2632082033>, on the Company's website at: <http://www.rossetisk.ru>, as well as in printed publications.

Furthermore, in fulfillment of Clause 5.4.2 of the Company's Information Policy Regulation approved by resolution of the Company's Board of Directors dated March 30, 2018 (Minutes No. 339 dated March 30, 2018), an English-language version of the corporate website of Rosseti Northern Caucasus, PJSC was launched in 2018. The relevant webpage contains general information about the Company, information on management and control bodies, the Company's mission and strategy, registrar, authorized capital, principal shareholder, the Company's structure by branches and controlled entities, dividend history, auditor, procedure for provision of information upon request, principles and approaches to organization of the risk management and

internal control system within the Company, material risks that may affect the Company's operations, bond issues, annual reports and contact information for all interested parties, etc. During the assessment of the quality of corporate governance of Rosseti Northern Caucasus, PJSC conducted in 2025, the rating agency Expert RA (RAEX) noted that the Company's information transparency is assessed at a high level, with the existence of the English-language website providing additional support for the rating assessment.

The Company also seeks to limit the possibility of conflicts of interest and prevent misuse of insider information. The procedure for use of insider information is established by the Regulation on Insider Information approved by resolution of the Company's Board of Directors dated June 21, 2019 (Minutes No. 384 dated June 24, 2019).

#### Interaction with Government Authorities

Under current conditions of dynamic development of the energy sector characterized by technological transformation, changes in regulatory requirements and increasing consumer expectations, active participation in industry dialogue constitutes a strategic necessity.

The principal objective of the Company's interaction with federal and regional government authorities, industry associations and development institutions is the development of the electric power complex of the North Caucasian Federal District aimed at improving the reliability and quality of power supply to consumers, ensuring proactive development of electric grid infrastructure, supporting the socio-economic development of the macroregion, and implementing investment and national projects within the framework of federal and regional programs.

The key areas of interaction in 2025 at the federal level with the Government of the Russian Federation, the Ministry of Energy of the Russian Federation, and the Ministry of Economic Development of the Russian Federation included the following:

- establishment of a favorable regulatory framework. Coordination of tariff, technical and investment policies taking into account the specific characteristics of the North Caucasian Federal District (an Agreement on the Conditions for Carrying Out Regulated Activities for Provision of Electric Power Transmission Services for 2026–2030 has been executed with the Stavropol Territory. Work is underway to coordinate and subsequently execute similar agreements with the Kabardino-Balkarian Republic and the Karachay-Cherkess Republic);
- attraction of federal budget financing. Co-financing of reliability enhancement programs, construction and modernization of infrastructure facilities of strategic importance for the District;
- integration of electric grid development programs into national projects.

At the regional level:

- synchronization of development programs. Energy infrastructure must keep pace with regional plans for construction of residential housing, industrial parks, tourism clusters, agricultural facilities and other infrastructure projects;
- implementation of measures provided for by Federal Law No. 185-FZ in the capacity of a unified center of responsibility for reliability of power supply — a systemically important territorial grid organization within the North Caucasian Federal District;
- enhancement of investment attractiveness. Joint activities with government authorities and development institutions (KAVKAZ.RF JSC) relating to connection of new industrial facilities and tourism infrastructure projects on a “one-stop-shop” basis (including the all-season tourist and recreation complexes Arkhyz, Elbrus, Mamison and the Caspian Coastal Cluster);
- resolution of land and property matters relating to construction of energy facilities;
- implementation of a set of measures aimed at identification and legalization of unauthorized placement of fiber-optic communication lines on the Company's electric grid infrastructure. Legalization of unauthorized fiber-optic communication lines constitutes a strategic objective aimed at improving the efficiency of use of the Company's electric grid assets and increasing non-tariff revenue.

A separate area of activity involves interaction with legislative authorities at both federal and regional levels. Taking into account the official party status of the Company's Deputy General

Director for Relations with Government Authorities and Civil Society Institutions, the Company has established an effective system of cooperation with parliamentary associations of the United Russia party for monitoring and mitigation of adverse situations relating to operation of the electric grid complex of the macroregion.

To discuss and address key issues relating to development of the electric grid complex, the Company participated in 46 working meetings and conferences at the federal level in 2025, including:

- a meeting chaired by the Plenipotentiary Representative of the President of the Russian Federation in the North Caucasian Federal District., Yury Chaika, concerning restrictions on cryptocurrency mining activities within constituent entities of the Russian Federation located in the North Caucasian Federal District and issues relating to their legal regulation;
- a meeting chaired by Deputy Prime Minister of the Russian Federation Alexander Novak regarding development of all-season tourism and recreation complexes;
- a meeting chaired by Minister of Economic Development of the Russian Federation Maxim Reshetnikov regarding socio-economic development of constituent entities of the Russian Federation located within the North Caucasian Federal District;
- a session of the Working Group on the Fuel and Energy Complex of the North Caucasian Federal District. under the Government Commission on Socio-Economic Development of the North Caucasian Federal District;
- a session of the Working Group on Reduction of the “Shadow Economy” Share in the Regions of the North Caucasian Federal District. under the Government Commission on Socio-Economic Development of the North Caucasian Federal District;
- working meetings of Deputy Minister of Economic Development of the Russian Federation Sergey Nazarov with representatives of regional governments and business communities of constituent entities of the Russian Federation within the North Caucasian Federal District;
- meetings of the Federal Headquarters for Stabilization of the Situation in the Electric Grid Complex and Reliable Power Supply to Consumers of the Republic of Dagestan chaired by Deputy Ministers of Energy of the Russian Federation Evgeny Grabchak and Petr Konyushenko.

In addition, at the initiative of the Company, five working meetings were held with heads of regions of the Russian Federation within the North Caucasian Federal District, more than 50 meetings with regional governments and 35 meetings with heads of municipalities concerning modernization and expansion of municipal electric grids.

For purposes of systematic and efficient cooperation, membership of Company representatives in advisory collegial bodies established under regional governments was ensured.

As part of implementation of the strategic objective relating to development of a personnel reserve and provision of highly qualified specialists for the Company, cooperation with institutions of higher and secondary vocational education continued during the reporting year. A Strategic Cooperation Agreement regarding education, scientific research and innovation technology was executed with Pyatigorsk State University.

Continuous dialogue and development of partnership relations with all levels of government authorities and key industry participants constitute not merely a supporting function, but rather a strategic necessity and competitive advantage for successful and efficient operation of the Company under the complex conditions of the North Caucasian Federal District.

#### Congress and Exhibition Activities. Participation in Forums and Exhibitions.

Participation of the Company in public events of various levels is aimed, inter alia, at strengthening its image as a reliable, technologically advanced and socially responsible market participant. In addition, participation in forums and exhibitions facilitates the study of best industry practices, trends and solutions in the areas of digitalization, automation and energy efficiency, as well as establishment and development of business relations with equipment suppliers, colleagues from other grid companies and scientific and expert analytical organizations.

In 2025, for the purposes of stimulating business activity, developing communications with public organizations and civil society institutions, and strengthening interregional and interdepartmental relations, Company delegations participated in leading industry events, including the St. Petersburg International Legal Forum, international scientific and technical conferences, the All-Russian Labor Safety Week, and other events.

The Company also acted as a key participant in the largest forum held within the North Caucasian Federal District with the support of the Government of the Russian Federation — the Caucasus Investment Forum 2025. The Company's role in organizing the Caucasus Investment Forum 2025 was of strategic and infrastructural importance. The Company ensured reliable power supply not only to the main venue of the Forum — MinvodyEXPO multifunctional exhibition complex — but also to the entire supporting infrastructure involved in organization and hosting of the large-scale international event.

For purposes of business positioning within its area of responsibility, the Company traditionally acted as the general partner of the 5th North Caucasus Energy Forum, an industry-specific event held on June 26–27, 2025 at MinvodyEXPO.

In August 2025, the Company acted as a partner of the XVI All-Russian Youth Forum Mashuk 2025, which has been held annually since 2011 on the platform of Rosmolodezh under the auspices of the Plenipotentiary Representative of the President of the Russian Federation in the North Caucasian Federal District and serves as a tool for development of a permanent and effective communication and educational platform aimed at introducing new methods of youth self-realization.

At the job fair organized by the Company, Company employees conducted a number of activities aimed at attracting young people's attention to the electric grid complex and the activities of the power company. In addition, for the first time, forum participants were able, using a virtual reality simulator, to visit a substation, enter a transformer facility and perform tasks of an electrical technician.

The organizers, regional government authorities and forum participants highly appreciated the social significance of the Company's initiative.

#### Interaction with Mass Media and External Communications

In 2025, the Company continued active efforts to inform the public about its activities, promptly responding to reputational risks in the public domain and shaping a positive image not only of the Company, but also of the industry as a whole.

A total of 797 press releases were published on the Company's official website; 13,819 informational materials were published in federal and regional mass media; and 55,321 posts were published on social media platforms. In addition to macroregional and regional media resources, the Company actively cooperates with leading federal mass media outlets, including TASS, Interfax, Rossiyskaya Gazeta, Argumenty i Fakty, Komsomolskaya Pravda, Moskovsky Komsomolets, and others. Federal media account for 30% of all publications relating to the Company's activities.

In 2025, the Company continued development of its social media and messenger accounts. During the reporting period, the Company's account on VK achieved an average monthly reach of 48,000 views. On the Company's official messenger channels, maximum activity reached 12,000 views per day.

Among the key results achieved was a reduction in the share of negative publications (from 10% in 2024 to 7% in 2025), which were primarily associated with technological disturbances at power facilities caused by adverse weather conditions. In each case, the Company maintained round-the-clock interaction with the audience, mitigating negative reactions and reducing social tension in the public domain.

The main topics of publications in 2025 included implementation of the repair program at electric grid facilities, activities relating to prompt restoration of power supply to consumers in the event of technological disturbances, implementation of the investment program, technological

connection to electric grids, reduction of electricity losses and prevention of unmetered and unauthorized consumption of electric power resources.

In 2025, our country celebrated the 80th anniversary of Victory in the Great Patriotic War. In anticipation of this significant date, a number of social and patriotic projects aimed at preserving cultural, moral and historical values and commemorating heroic milestones in the history of the electric grid complex were implemented:

- “Name of the Hero” — assignment of honorary names to substations in the Republic of Ingushetia and the Republic of North Ossetia–Alania.

The name of Hero of the Russian Federation, Senior Lieutenant Shirvani Kostoev, was commemorated in the name of one of the key supply centers in the Malgobek District of Ingushetia. The name of Great Patriotic War veteran and power engineer Dmitry Denisenko was assigned to one of the most important energy facilities in North Ossetia. Information plaques describing the immortal feats of the Heroes were installed at the 110/35/6 kV “Kostoev” and 110 kV “Denisenko” substations.

- “Memory of Victory” — creation of a commemorative mural on the facade of the 110 kV “Tsentrlnaya” substation in Stavropol.

The location was selected intentionally, as the energy facility is situated near the multimedia historical park Russia – My History. The mural depicts a Soviet pilot against a background of blue sky and white clouds. The pilot stands in the cockpit of a military aircraft, leaning against the hinged section of the plane — the canopy and upper fuselage spine. The calm and confident gaze of the serviceman and his smile symbolize joy and pride in the Victory.

- “Light of Victory” — organization of an outdoor thematic photo exhibition in Pyatigorsk.

The exhibition was dedicated to the labor and military achievements of power engineers during the Great Patriotic War. The exhibition included 26 panels containing unique photographic chronicles. Rare surviving photographs, carefully preserved in museums and archives throughout the country, depicted the history of power plants and the people who worked selflessly to restore energy facilities destroyed by fascist forces in order to provide light so essential for the common Victory to residents, socially significant institutions, and industrial enterprises.

Another important initiative ahead of the Victory anniversary was restoration of monuments dedicated to participants of the Great Patriotic War. In total, power engineers participated in improvement and restoration of 11 obelisks, monuments and memorials across six regions of the Company’s presence.

The social and patriotic projects received extensive coverage in the public domain, resulting in 246 publications in federal, macroregional and regional mass media.

One of the Company’s priority areas of activity is prevention of electrical injuries. During the reporting period, 927 publications on this subject were placed in federal and regional mass media. Information was presented in various formats, including reports on electrical safety lessons conducted in schools and kindergartens, informational and educational events held at public gatherings, press releases and posts regarding the dangers associated with violation of regulations governing protected zones of electric grid facilities, including by operators of oversized vehicles and fishermen.

In addition, printed informational materials were distributed among schoolchildren, teachers and fishermen, which contributed to increasing awareness among the target audience.

Prevention of payment delinquency also remains an important objective of the Company’s communication strategy. A total of 1,389 publications regarding the importance of timely payment for consumed electricity to ensure reliable power supply to the regions of the North Caucasian Federal District were published in federal and regional mass media and social media. The principal topics included: measures undertaken by the Company to reduce accounts receivable; operation of customer service centers; examples of positive practices of conscientious consumers; and the convenience and ease of use of the “Svet Online” mobile application.

The Company is also focused on promoting the image of industry professionals. Positioning of the complex and responsible work performed by employees has been strengthened through specific examples demonstrating operation of equipment and implementation of repair and restoration activities, including in remote areas and under difficult weather conditions.

The permanent “Face of the Industry” section on the Company’s official website introduces outstanding members of the workforce, their professional achievements, and contributions to development of the power industry, and highlights the personal qualities of highly skilled professionals.

During the reporting period, three press conferences were held:

- at the press center of the regional news agency TASS Caucasus, First Deputy General Director – Chief Engineer of the Company Viktor Abaimov spoke about implementation of reliability enhancement programs for the electric grid complex in three republics of the North Caucasian Federal District, summarized the results of 2025, and outlined prospects for development of the electric grid complex of the North Caucasus;
- at the press center of TASS Caucasus, a press conference entitled “Energy of Tourism: How Rosseti Northern Caucasus Participates in Development of Resorts in the Regions of the North Caucasian Federal District” was held. Speakers included Acting Deputy General Director for Investment Activities Gennady Martsinkovsky and Deputy Director of the Department for Prospective Development and Technological Connection Sergey Brem;
- at the press center of TASS Caucasus, Acting Director of the Rosseti Northern Caucasus – Dagenergo branch Magomedshapi Shapiyev and Deputy Director – Chief Engineer of the power company Said Sultanov answered journalists’ questions regarding preparedness of the electric grid complex of the Republic of Dagestan for operation during the autumn-winter period.

In 2026, the Company will continue implementation of measures within the framework of the unified communication policy of the Rosseti Group, including:

- strengthening payment discipline of electricity consumers through communication initiatives;
- increasing information activity aimed at combating theft of energy resources;
- supporting personnel and technical divisions in activities relating to prevention of electrical injuries;
- implementation of special projects aimed at promoting the Company’s positive image as a socially oriented organization;
- promotion of the power engineering profession and enhancement of the prestige of employment in the industry, including organization of press tours for representatives of regional media in the Company’s areas of operation.

## **5. Corporate Governance Report**

### **5.1 Memorandum of the Controlling Shareholder**

As of December 31, 2025, the Company’s largest shareholder was Rosseti, PJSC, holding 98.82% of the Company’s authorized capital (including shares of the current issue actually placed as of the end of 2025). Guided by the recommendations of the Corporate Governance Code of the Bank of Russia and for the purpose of further implementation of its principles in the activities of electric grid companies controlled by Rosseti, PJSC, including the Company, Rosseti prepared a Memorandum of the Controlling Shareholder — Rosseti, PJSC — with respect to controlled electric grid companies, including the Company. The text of the Memorandum is available on the Company’s website in the “Mission and Strategy” section at [https://www.rossetisk.ru/about/mission\\_and\\_strategy/](https://www.rossetisk.ru/about/mission_and_strategy/).

Rosseti, PJSC holds controlling stakes in 17 electric grid companies, including Rosseti Northern Caucasus, PJSC. Rosseti, PJSC regards such controlling shareholdings as strategic assets and does not intend to dispose of them. The key objective of Rosseti, PJSC in the management of these subsidiaries is coordination of their activities within the framework of implementation of technical and financial-economic policies and investment planning, as well as oversight over implementation of development strategy.

Rosseti, PJSC manages the Group's companies in accordance with unified corporate standards aimed at ensuring efficiency of business processes, quality control, and minimization of all types of corporate risks.

Additional information regarding key objectives relating to assets and principles of corporate governance is set forth in the Memorandum of the Controlling Shareholder — Rosseti, PJSC — with respect to controlled electric grid companies, available on the Company's corporate website in the "Mission and Strategy" section at [https://www.rossetisk.ru/about/mission\\_and\\_strategy/](https://www.rossetisk.ru/about/mission_and_strategy/).

## 5.2. General Information on Corporate Governance in the Company

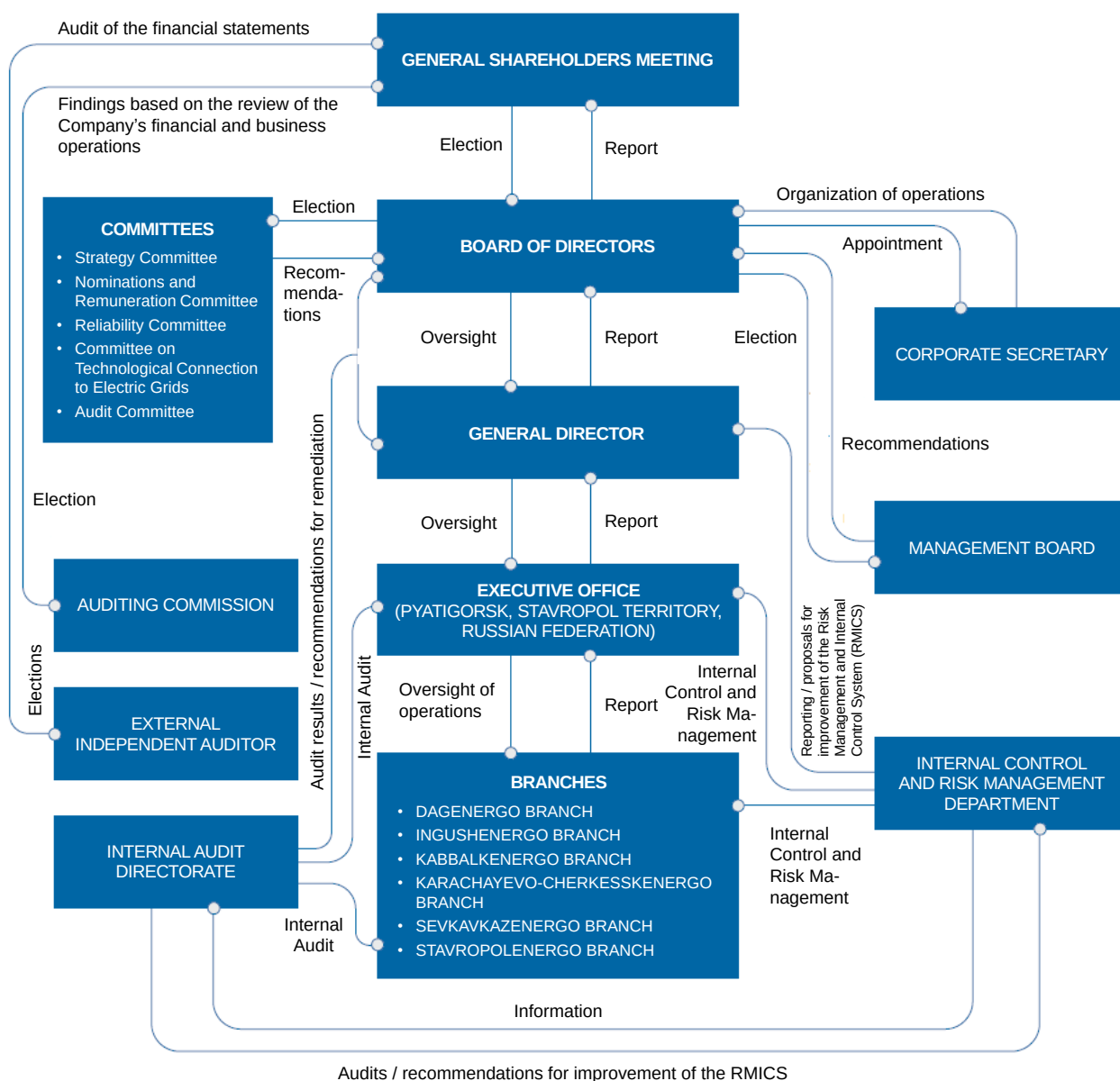
Corporate Governance shall mean a system of relationships among the Company's executive bodies, Board of Directors, shareholders and other stakeholders, serving as a mechanism for defining the Company's objectives and the means of achieving such objectives, as well as ensuring effective oversight over the Company's activities by shareholders and other interested parties.

The Company recognizes the rights of all stakeholders provided for under Russian law and seeks to establish constructive cooperation with them.

The Company conducts corporate governance based on the principles of accountability, fairness, transparency and responsibility. The Company seeks to comply as fully as possible with advanced corporate governance principles set forth in the Corporate Governance Code of the Bank of Russia.

The fundamental principles of corporate governance are also enshrined in the Company's Charter, further detailed in the Company's internal documents, and based on the provisions of Russian legislation and recommendations of the Corporate Governance Code of the Bank of Russia. The texts of the local regulatory documents of Rosseti Northern Caucasus are available on the Company's website in the section "Shareholders and Investors / Charter and By-laws" at [https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/ustav/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/ustav/).

## Structure of the Company's Corporate Governance System



Overall, the Company's corporate governance system substantially complies with best practices.

In particular, the Company maintains a sufficiently high level of organization in the operation of its management and control bodies, as well as Committees of the Company's Board of Directors. Relevant documents regulating their activities, including matters relating to remuneration of members of management and control bodies and Committees of the Board of Directors, have been adopted.

The Company has elected a Corporate Secretary who ensures preparation and conduct of meetings or absentee voting for adoption of resolutions by the General Shareholders Meeting of the Company (hereinafter, "absentee voting"), as well as operation of the Company's Board of Directors. Activities of the Company's Corporate Secretary are governed by the relevant regulation.

The competence of the Company's Board of Directors includes adoption of resolutions relating to election of the Company's General Director and members of the Company's Management Board, as well as early termination of their powers. During 2025, the Company's Board of Directors adopted the following resolutions:

- on February 14, 2025 (Minutes No. 574 dated February 17, 2025), to elect Roman Alekseevich Levchenko as General Director of the Company for a new term from February 18, 2025 through February 17, 2027 inclusive;

- on April 28, 2025 (Minutes No. 580 dated May 05, 2025), to terminate ahead of schedule the powers of Ivan Sergeyevich Komissarov, member of the Company's Management Board and Deputy General Director for Investment Activities, and to determine the composition of the Company's Management Board in the number of five members;

- on December 10, 2025 (Minutes No. 595 dated December 11, 2025), to terminate ahead of schedule the powers of Igor Vladimirovich Shmakov as a member of the Company's Management Board, and to elect Ivan Nikolayevich Khrykin, Deputy General Director for Economics and Finance, and Sergey Vladimirovich Pashin, Deputy General Director for Sales and Service Development, to the Company's Management Board. The composition of the Company's Management Board was determined in the number of six members.

In addition, the Company's Board of Directors plays a key role in overseeing the activities of the Company's executive bodies and ensuring that such executive bodies act in accordance with the Company's strategic development priorities and principal business areas. In 2025, the Company's Board of Directors regularly reviewed reports relating to various areas of the Company's activities.

The Company's Board of Directors seeks to review the most significant matters at in-person meetings. The method of decision-making by the Company's Board of Directors (meeting or absentee voting) is determined taking into account the importance of agenda items and recommendations set forth in the Corporate Governance Code of the Bank of Russia.

The Board of Directors of Rosseti Northern Caucasus, PJSC pays particular attention to corporate governance practices. In this respect, the guiding principles are the recommendations and principles set forth in the Corporate Governance Code of the Bank of Russia. Rosseti Northern Caucasus, PJSC carries out focused efforts aimed at preserving positive experience accumulated in this area and advanced corporate governance practices implemented within the Company, as well as further developing such practices.

On a regular basis, the Company analyzes the extent to which its corporate governance system corresponds to the goals and objectives facing the Company. The Company seeks to ensure that the results of such analysis are sufficiently objective. Corporate governance practices are studied by various methods: independently (within the framework of preparation of the Annual Report in accordance with forms recommended by the Bank of Russia), and by the Company's internal audit function in accordance with the methodology approved by the Company (with subsequent review of the results at meetings or absentee voting sessions of the Board of Directors and the Audit Committee of the Board of Directors).

In addition, the Company's Board of Directors plays a key role in prevention, identification and settlement of internal conflicts among the Company's governing bodies, shareholders and employees. A set of measures aimed at preventing corruption and reducing reputational risks is being implemented. In particular, the Company has adopted an Anti-Corruption Policy, a Code of Corporate Ethics and Official Conduct for Employees, and a Regulation on Insider Information.

The Company's information policy is implemented by the executive bodies, while oversight over compliance with the information policy is exercised by the Company's Board of Directors.

The structure of the Company's authorized capital determines the composition of the Company's Board of Directors, which is formed taking into account proposals of the major shareholder. The number of members of the Company's Board of Directors is established by the Company's Charter and consists of 11 members. Pursuant to the resolution of the Company's Board of Directors dated July 04, 2025 (Minutes No. 585 dated July 07, 2025), one director was recognized in 2025 as independent in accordance with Clause 104 of the Corporate Governance Code of the Bank of Russia.

The Company pays particular attention to issues relating to organization of the risk management and internal control system, as well as internal audit. Functions relating to internal audit and risk management/internal control are divided between two independent functional subdivisions — the Internal Audit Directorate and the Internal Control and Risk Management Department. During the reporting year 2025, the Company's Board of Directors reviewed matters relating to organization of the risk management and internal control system and internal audit.

The Company has adopted a Dividend Policy Regulation approved by resolution of the Company's Board of Directors dated February 05, 2018 (Minutes No. 330 dated February 06, 2018). The Company's dividend policy is based on strict compliance with shareholders' rights provided for by the legislation of the Russian Federation, the Company's Charter and by-laws, and is aimed at increasing the Company's investment attractiveness and market capitalization.

The Company recognizes that its activities relating to achievement of sustainable development goals are important for a broad range of stakeholders (shareholders, consumers of products and services, local communities, labor collectives, government authorities, local self-government authorities, etc.), which may also significantly affect the Company's creation of long-term value. In this regard, the Company's governing bodies and management pay particular attention to the Company's impact on the environment, the social sphere and the economy.

In particular, during the reporting year 2025, the Company's Board of Directors regularly reviewed matters relating to the Company's ESG agenda, including the following:

✓ a resolution was adopted regarding independence of a member of the Board of Directors of Rosseti Northern Caucasus, PJSC (Minutes No. 585 dated July 07, 2025);

✓ the following documents were approved:

– Insurance Coverage Program of Rosseti Northern Caucasus, PJSC (Minutes No. 572 dated February 03, 2025 and Minutes No. 597 dated December 29, 2025);

– Human Rights Policy of Rosseti Northern Caucasus, Public Joint-Stock Company (Minutes No. 581 dated May 07, 2025);

– Innovation Development Program of Rosseti Northern Caucasus, PJSC for 2024–2029 with an outlook through 2035 (Minutes No. 583 dated May 28, 2025);

– Business Plan of Rosseti Northern Caucasus, PJSC for 2025 and forecast indicators for 2026–2029 (Minutes No. 586 dated July 30, 2025);

– Consolidated IFRS-based Business Plan of Rosseti Northern Caucasus, PJSC for 2025 and forecast indicators for 2026–2029 (Minutes No. 590 dated September 26, 2025);

– Updated Development Plan for the Production Asset Management System and Resource Plan of Rosseti Northern Caucasus, PJSC for 2024–2026 (Minutes No. 588 dated August 26, 2025 and Minutes No. 595 dated December 11, 2025);

– Plan (Program) for Reduction of Electric Energy Losses in the Electric Networks of Rosseti Northern Caucasus, PJSC for 2025–2029 (Minutes No. 588 dated August 26, 2025);

– Quality Policy of Rosseti Northern Caucasus, PJSC (Minutes No. 589 dated September 03, 2025);

– Key Performance Indicators and Functional Key Performance Indicators for the Company's management personnel for 2025–2027 (Minutes No. 591 dated October 07, 2025);

– Action Plan of Rosseti Northern Caucasus, PJSC aimed at implementation of the Development Strategy of Public Joint-Stock Company “Federal Grid Company – Rosseti” and its subsidiaries and affiliates through 2030 (Minutes No. 594 dated December 04, 2025);

– Company Policy in the Area of Energy Saving and Energy Efficiency Improvement (Minutes No. 595 dated December 11, 2025);

✓ the following documents were approved:

– Collective Bargaining Agreement of Rosseti Northern Caucasus, Public Joint-Stock Company for 2025–2027 (Minutes No. 576 dated March 12, 2025);

– draft investment program of Rosseti Northern Caucasus, PJSC for the period 2025–2029 (Minutes No. 582 dated May 13, 2025);

✓ the following reports were reviewed:

- reports on implementation of the Company’s investment program, including progress of investment projects of Rosseti Northern Caucasus, PJSC included in the list of priority facilities (Minutes No. 572 dated February 03, 2025; Minutes No. 585 dated July 07, 2025; Minutes No. 588 dated August 26, 2025; and Minutes No. 593 dated November 06, 2025);
- report on implementation of the Plan (Program) for Reduction of Electric Energy Losses in the Electric Networks of Rosseti Northern Caucasus, PJSC for 2024–2028 (Minutes No. 583 dated May 28, 2025);
- report on results of implementation in 2024 of the Electric Grid Facilities Renovation Program (Minutes No. 582 dated May 13, 2025);
- reports on implementation of the Company Development Plan (Minutes No. 588 dated August 26, 2025 and Minutes No. 592 dated October 15, 2025);
- reports on implementation of the Company’s consolidated IFRS-based business plan (Minutes No. 571 dated January 14, 2025; Minutes No. 587 dated August 12, 2025; and Minutes No. 594 dated December 04, 2025);
- reports on implementation of the Company’s business plan (Minutes No. 572 dated February 03, 2025; Minutes No. 585 dated July 07, 2025; and Minutes No. 594 dated December 04, 2025);
- report on execution of the Company’s expense budget (Minutes No. 588 dated August 26, 2025);
- report on implementation results for 2024 of the approved updated Development Plan for the Production Asset Management System of Rosseti Northern Caucasus, PJSC for 2024–2026 (Minutes No. 576 dated March 12, 2025);
- report on implementation of activities relating to installation of metering devices within the framework of creation of intelligent electric energy metering systems in the electric networks of Rosseti Northern Caucasus, PJSC for 2024 (Minutes No. 583 dated May 28, 2025);
- report on reliability status (including reliability indicators and indicative reliability indicators) for 2024 (Minutes No. 588 dated August 26, 2025).

The Company seeks to ensure a high level of openness and transparency in its activities by implementing the principle of active dialogue with all stakeholders.

The Company’s corporate governance priorities are as follows:

- respect for and protection of the rights and legitimate interests of shareholders, investors, and the Company’s stakeholders;
- ensuring informational and financial transparency of the Company’s activities;
- maintaining a predictable dividend policy that takes into account reasonable expectations of investors;
- maintaining an efficient and professional Board of Directors accountable to the Company’s shareholders, with active participation in strategic planning, management and oversight of business processes.

## **Key Changes in the Area of Corporate Governance**

### Changes in the Composition of Management and Control Bodies

On May 28, 2025, the annual General Shareholders Meeting of the Company was held, at which resolutions were adopted regarding election of members of the Company’s Board of Directors and Auditing Commission (Minutes No. 28 dated May 28, 2025). The elected compositions are set forth below.

### Corporate Governance Quality Rating

In 2025, the rating agency Expert RA (RAEX) confirmed the corporate governance quality rating of Rosseti Northern Caucasus, PJSC at the level of “A++.gq” (the highest level of governance quality).

### Increase in Authorized Capital

On July 10, 2025, the Bank of Russia registered amendments to the document containing the terms of placement of the Company's securities, providing for extension of the placement period for shares of the additional issue through August 10, 2026 (state registration number of the additional issue 1-01-34747-E-009D dated August 10, 2023).

### **Analysis of the State and Assessment of the Level of Corporate Governance**

The Company continues to address the task of adapting and appropriately implementing recommendations of the Corporate Governance Code of the Bank of Russia into the corporate governance system of Rosseti Northern Caucasus, PJSC. No special methodology for assessment by the Company of compliance with the corporate governance principles established by the Corporate Governance Code of the Bank of Russia has been approved by the Company. At the same time, since 2016 the Company has annually conducted an analysis of corporate governance practices of Rosseti Northern Caucasus, PJSC for compliance with provisions of the Corporate Governance Code of the Bank of Russia using recommendations of the Bank of Russia. In preparation of the Annual Report for 2025, the Recommendations on Preparation of the Report on Compliance with Principles and Recommendations of the Corporate Governance Code of the Bank of Russia (Letter of the Bank of Russia No. IN-06-28/102 dated December 27, 2021) were applied. The analysis conducted demonstrated that Rosseti Northern Caucasus, PJSC complies with 59.74% of such principles, partially complies with 25.97%, and does not comply with 14.29%. At the same time, in many cases alternative corporate governance mechanisms and instruments are applied (see Appendix 1 to the Annual Report).

In addition, in 2025 the Company's Internal Audit Directorate conducted an assessment of the effectiveness of the Company's corporate governance system as a whole. The relevant report was preliminarily reviewed by the Audit Committee of the Company's Board of Directors on June 11, 2025 (Minutes No. 199 dated June 11, 2025). The report was subsequently reviewed by the Company's Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025). The methodology for assessment of corporate governance of Rosseti Northern Caucasus, PJSC was approved by Company Order No. 235 dated August 02, 2024 "On Approval of the Methodology for Assessment of Corporate Governance of Rosseti Northern Caucasus, PJSC". According to the specified methodology, the objectives of the corporate governance assessment are to provide the Company's Board of Directors, the Audit Committee of the Board of Directors and the sole executive body/Management Board with objective and independent information regarding the state of corporate governance within the Company and its compliance with the principles and recommendations set forth in the Corporate Governance Code, as well as to develop recommendations aimed at improving the level of corporate governance within the Company.

The criterion for assessment of corporate governance is compliance of the Company's corporate governance system with the principles and recommendations established by the Corporate Governance Code and/or the Listing Rules and/or best corporate governance practices.

The corporate governance assessment includes the following principal areas:

- verification of compliance with the Company's ethical principles and corporate values;
- verification of procedures for setting the Company's objectives and monitoring/oversight of achievement thereof;
- verification of the level of regulatory support and procedures for information interaction (including matters relating to risk management and internal control) at all levels of the Company's management system, including interaction with stakeholders;
- verification of protection of shareholders' rights, including rights of controlled companies, and effectiveness of relations with stakeholders;
- verification of procedures for disclosure of information regarding the Company's activities.

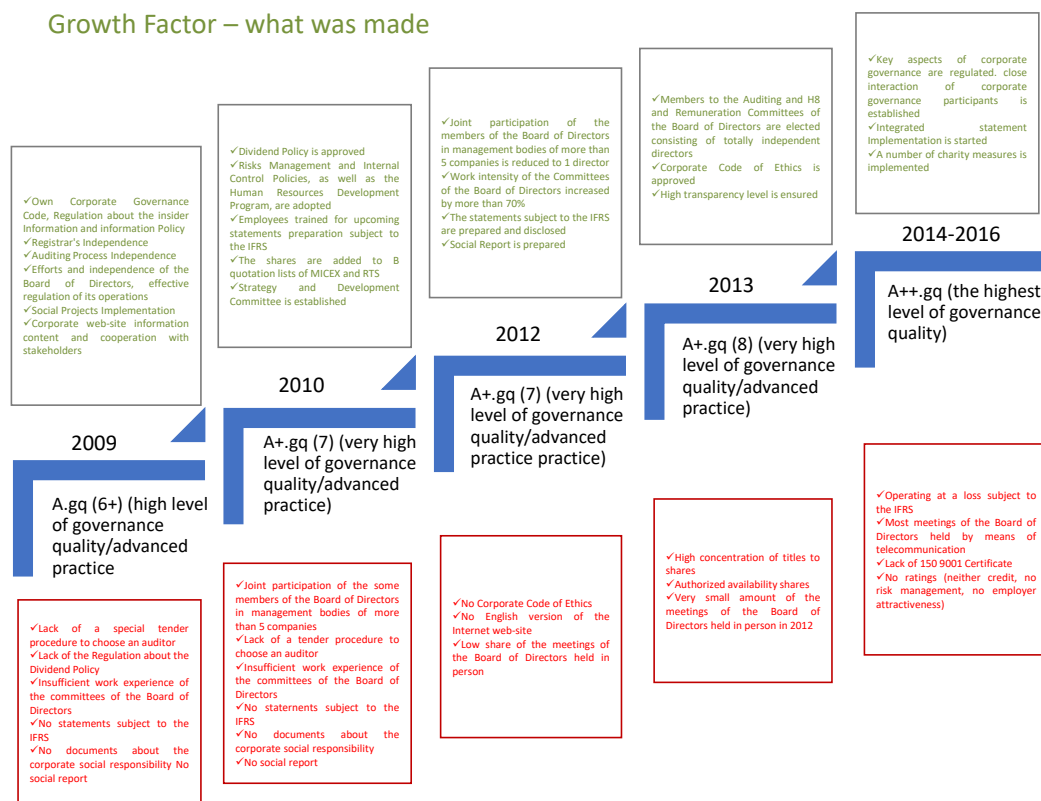
The corporate governance assessment is conducted by determining compliance of its components with the criteria defined in the questionnaire for assessment of corporate governance. The criteria are disclosed through responses to questions relating to each component of corporate governance, including: shareholders' rights; the Board of Directors; executive management; transparency and disclosure of information; risk management, internal control, and internal audit; corporate social responsibility, business ethics, and compliance.

Based on the results of the corporate governance assessment, the internal auditor prepares a report. The report provides detailed disclosure of evidence substantiating the assessment assigned by the internal audit function (including references to the Company's local regulatory documents and citations of the relevant provisions thereof). The assessment for each corporate governance component, as well as the overall corporate governance assessment, is disclosed in the report as a percentage. Results of the corporate governance assessment within the Company are reviewed by the Company's Board of Directors following preliminary review by the Audit Committee of the Board of Directors.

In addition, in 2025 an annual **external independent assessment** of the quality of governance of Rosseti Northern Caucasus, PJSC was conducted by the rating agency Expert RA (RAEX). The analysis was carried out based on key factors such as shareholders' rights, management and control bodies, information transparency, corporate social responsibility, operational efficiency, and market position. The methodology is available on the website of the rating agency. In preparing its opinion, the rating agency assesses the extent to which the governance quality system contributes to observance and protection of stakeholders' rights. Comments and recommendations of independent experts help identify areas for further development of corporate governance practices. As part of the foregoing analysis, the rating agency paid particular attention to consideration of ESG factors in the activities of Rosseti Northern Caucasus, PJSC, including analysis of the following: existence within the Company of relevant documents and policies; sustainability reporting practices; allocation of powers and responsibilities among governing bodies; existence of KPIs related to sustainable development within the framework of the Company's operational activities; implementation of social projects by the Company; and assessment by the Company of non-financial risks, including ESG risks of partners and customers, among other factors.

## Reflection of the Governance Quality of Rosseti Northern Caucasus, PJSC in Independent Ratings According to the Rating Agency Expert RA

### Growth Factor – what was made



### Constraining factors – what there is to do

Sources: Expert RA, Rosseti Northern Caucasus, PJSC.

During 2017–2025, the rating agency Expert RA (RAEX) confirmed the governance quality rating of Rosseti Northern Caucasus, PJSC at the level of “A++.gq” (the highest governance quality level). This rating signifies that the Company’s management quality system contributes to the fullest possible extent to the observance and protection of stakeholders’ rights.

### Plans:

The principal medium-term plans (for the next five years) relating to development of advanced corporate governance practices within the Company are as follows:

- maintaining the existing levels of compliance (presented in Appendix 1 to the Annual Report);
- continuing the annual independent comprehensive analysis of compliance of the practices of Rosseti Northern Caucasus, PJSC with the principles set forth in the Corporate Governance Code of the Bank of Russia;
- continuing assessment of corporate governance in accordance with the approved methodology;
- annually submitting to the Company’s Board of Directors a report on compliance with the Company’s Information Policy Regulation;
  - continuing efforts relating to review, updating and amendment of the Company’s internal documents as necessary.

Planned actions relating to implementation of individual corporate governance principles are also set forth in Appendix 1 to the Annual Report.

### 5.3. Management Bodies of the Company, Committees of the Board of Directors, Corporate Secretary

#### Management bodies of Rosseti Northern Caucasus, PJSC:

- General Shareholders Meeting of the Company;
- Board of Directors of the Company;
- Management Board of the Company;
- General Director of the Company.

#### 5.3.1. General Shareholders Meeting of the Company

The General Shareholders Meeting is the supreme governing body of Rosseti Northern Caucasus, PJSC. Pursuant to Article 47 of the Federal Law “On Joint-Stock Companies”, the Company is required to hold an annual General Shareholders Meeting.

**On May 28, 2025, the annual General Shareholders Meeting of Rosseti Northern Caucasus, PJSC was held.** The quorum required for holding the annual General Shareholders Meeting was present.

The following resolutions were adopted (Minutes No. 28 dated May 28, 2025):

- approval of the Annual Report and annual accounting (financial) statements of the Company for 2024;
- approval of distribution of profit (loss) of Rosseti Northern Caucasus, PJSC based on results of 2024; resolution adopted not to pay dividends on the Company’s ordinary shares due to the loss incurred by the Company based on results of 2024;
- election of members of the Company’s Board of Directors and Auditing Commission;
- appointment of the Company’s audit organization (association of auditors (collective participant) consisting of CATR – Audit Services LLC (leader of the collective participant) and IntercomAudit LLC (member of the collective participant));
- approval of new versions of the Company’s Charter, Regulation on the General Shareholders Meeting, Regulation on the Board of Directors, Regulation on the Management Board, Regulation on the Auditing Commission, Regulation on Remuneration and Compensation of Members of the Board of Directors, and Regulation on Remuneration and Compensation of Members of the Auditing Commission;
- establishment that the new version of the Regulation on Remuneration and Compensation of Members of the Board of Directors of Rosseti Northern Caucasus, PJSC and the new version of the Regulation on Remuneration and Compensation of Members of the Company’s Revision Commission shall apply to members of the Company’s Board of Directors and Auditing Commission elected by the present and subsequent resolutions of the General Shareholders Meeting.

The competence of the General Shareholders Meeting is established by Article 48 of the Federal Law “On Joint-Stock Companies” and Article 10 of the Charter of Rosseti Northern Caucasus, PJSC.

Matters reserved to the General Shareholders Meeting may not be delegated for resolution to the Company’s General Director. The General Shareholders Meeting may not review or adopt resolutions on matters not reserved to its competence by the Federal Law “On Joint-Stock Companies”.

#### 5.3.2. Board of Directors of the Company

The Board of Directors is a collegial management body of the Company that supervises the activities of the Company’s executive bodies and performs other functions assigned to it by

law or the Company's Charter. The Company's Board of Directors carries out general management of the Company's activities, except for matters reserved by the Federal Law "On Joint-Stock Companies" and the Company's Charter to the competence of the General Shareholders Meeting. The Board of Directors is the governing body responsible for determining the Company's development strategy.

Resolutions of the Board of Directors of Rosseti Northern Caucasus, PJSC are adopted by a majority vote of members of the Company's Board of Directors participating in the meeting or absentee voting, except in cases provided for by the legislation of the Russian Federation and the Company's Charter. The quorum required for adoption of resolutions by the Company's Board of Directors shall consist of at least one-half of the elected members of the Board of Directors, except as otherwise provided by the Company's Charter and the Federal Law "On Joint-Stock Companies".

The competence of the Board of Directors is established by Article 65 of the Federal Law "On Joint-Stock Companies" and Article 15 of the Charter of Rosseti Northern Caucasus, PJSC.

Matters reserved to the Company's Board of Directors may not be delegated for resolution to the General Director or the Management Board of Rosseti Northern Caucasus, PJSC.

In 2025, 27 absentee voting sessions were held for adoption of resolutions by the Board of Directors of Rosseti Northern Caucasus, PJSC (hereinafter, "absentee voting"). In 2024, 23 absentee voting sessions and one meeting of the Board of Directors of Rosseti Northern Caucasus, PJSC were held. In 2023, 25 absentee voting sessions of the Board of Directors of Rosseti Northern Caucasus, PJSC were held.

During 2025, the Company's Board of Directors reviewed 159 matters (136 in 2024 and 155 in 2023) and adopted the following principal resolutions:

**Regarding Development of the Corporate Governance System, Shareholder Relations and the Securities Market:**

- approval of budgets of Committees of the Company's Board of Directors (Minutes No. 590 dated September 26, 2025 and Minutes No. 594 dated December 04, 2025);
- review of proposals submitted by the Company's shareholders regarding inclusion of matters on the agenda of the annual General Shareholders Meeting and nomination of candidates to the Company's Board of Directors and Auditing Commission (Minutes No. 575 dated March 07, 2025);
- determination of the date for absentee voting of the Company's Board of Directors on matters relating to preparation for the annual General Shareholders Meeting (Minutes No. 575 dated March 07, 2025);
- resolution to convene the annual General Shareholders Meeting and adoption of other resolutions relating to preparation and holding of the annual General Shareholders Meeting (Minutes No. 579 dated April 23, 2025, Minutes No. 580 dated May 05, 2025, and Minutes No. 581 dated May 07, 2025);
- election of A.V. Molsky, Deputy General Director for Investments and Capital Construction of Rosseti, PJSC as Chairman of the Company's Board of Directors (Minutes No. 584 dated June 20, 2025);
- election of the personal compositions of Committees of the Company's Board of Directors: the Audit Committee of the Board of Directors, the Nominations and Remuneration Committee of the Board of Directors (Minutes No. 586 dated July 30, 2025), the Reliability Committee of the Board of Directors, the Committee for Technological Connection to Electric Grids under the Board of Directors, and the Strategy Committee of the Board of Directors (Minutes No. 587 dated August 12, 2025);
- Nikolay Ivanovich Sasin, Chairman of the Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium Entrepreneurship OPORA RUSSIA, was recognized as an independent member of the Board of Directors of Rosseti Northern Caucasus, PJSC (Minutes No. 585 dated July 07, 2025);

- amendments were approved to the Document Containing the Terms of Placement of the Company's Securities (Minutes No. 584 dated June 20, 2025);
- the Work Plan of the Company's Board of Directors for the 2025–2026 corporate year was approved (Minutes No. 588 dated August 26, 2025);
- a new version of the Regulation on the Corporate Secretary was approved (Minutes No. 588 dated August 26, 2025);
- concurrent service by a member of the Management Board of Rosseti Northern Caucasus, PJSC in a management body of another organization was approved (Minutes No. 589 dated September 03, 2025);
- concurrent performance by the Company's Corporate Secretary of additional functions within Rosseti Northern Caucasus, PJSC was approved (Minutes No. 590 dated September 26, 2025).

#### **Regarding Procurement Activities:**

- a resolution was adopted on accession to amendments to the Unified Procurement Standard of Rosseti, PJSC (Procurement Regulation), approved by resolution of the Board of Directors of Rosseti, PJSC (extract from Minutes No. 671/7 dated December 16, 2024) (Minutes No. 571 dated January 14, 2025).

#### **Regarding Media Relations:**

- amendments to the Regulation on Management of the Company's Corporate Identity were approved (Minutes No. 590 dated September 26, 2025).

#### **Regarding Internal Audit, Internal Control and Risk Management:**

- results of the external independent quality assessment of internal audit activities and the action plan for development and improvement of internal audit activities at Rosseti Northern Caucasus, PJSC for 2025–2029 were reviewed (Minutes No. 579 dated April 23, 2025);
- the following documents were approved:
  - work plan and budget of the Company's Internal Audit Directorate;
  - Internal Audit Policy of the Company;
  - Program for Quality Assurance and Improvement of Internal Audit of the Company (Minutes No. 597 dated December 29, 2025);
  - preferred risk level (risk appetite) of the Company (Minutes No. 591 dated October 07, 2025);
- remuneration of the Head of the Company's Internal Audit Directorate (determination of target values for functional KPIs) for 2026 was established, and the Regulation on the Company's Internal Audit Directorate was approved (Minutes No. 597 dated December 29, 2025).

#### **Regarding Investment Activities:**

- the draft investment program of Rosseti Northern Caucasus, PJSC for the period 2025–2029 was approved (Minutes No. 582 dated May 13, 2025);
- the Standard for Conducting Public Technological and Price Audit of Investment Projects of Rosseti Northern Caucasus, PJSC was declared no longer effective (Minutes No. 588 dated August 26, 2025).

#### **Regarding Technical Policy, Innovation and Strategic Development:**

- the Company Regulation "On Unified Technical Policy" was approved (Minutes No. 576 dated March 12, 2025);
- the Company's Innovation Development Program for 2024–2029 with an outlook through 2035 was approved (Minutes No. 583 dated May 28, 2025);

- the action plan of Rosseti Northern Caucasus, PJSC aimed at implementation of the Development Strategy of Public Joint-Stock Company “Federal Grid Company – Rosseti” and its subsidiaries and affiliates through 2030 was approved (Minutes No. 594 dated December 04, 2025).

#### **Regarding Property Management:**

- amendments were introduced to the Program for Disposal of Non-Core Assets of Rosseti Northern Caucasus, PJSC (Minutes No. 584 dated June 20, 2025);
- the register of non-core assets as of December 31, 2024 was approved (Minutes No. 573 dated February 17, 2025);
- cases (thresholds) of property transactions requiring approval of the Company’s Board of Directors for execution of such transactions were determined (Minutes No. 592 dated October 15, 2025 and Minutes No. 596 dated December 23, 2025).

#### **Regarding Personnel Policy Implementation:**

- the General Director of the Company was elected for a new term, the terms of his employment agreement were approved, and a person authorized to exercise the rights and obligations of the employer with respect to the Company’s General Director was designated (Minutes No. 574 dated February 17, 2025);
- the Collective Bargaining Agreement of Rosseti Northern Caucasus, PJSC for 2025–2027 was preliminarily approved (Minutes No. 576 dated March 15, 2025);
- the Human Rights Policy of Rosseti Northern Caucasus, PJSC was approved (Minutes No. 581 dated May 07, 2025);
- the candidacy of Grigory Borisovich Chebanov for the position of Deputy General Director for Security of the Company was approved (Minutes No. 577 dated April 01, 2025);
- the candidacy of Sergey Vladimirovich Pashin for the position of Deputy General Director for Sales and Development of the Company was approved (Minutes No. 593 dated November 06, 2025);
- powers of a member of the Company’s Management Board were terminated ahead of schedule and the number of members of the Company’s Management Board was determined (Minutes No. 580 dated May 05, 2025 and Minutes No. 595 dated December 11, 2025);
- key performance indicators and functional key performance indicators for the Company’s management personnel for 2025–2027 were approved (Minutes No. 591 dated October 07, 2025).

#### **Regarding Economics and Finance:**

- the following documents were approved:
  - the Company’s Insurance Coverage Program (Minutes No. 572 dated February 03, 2025 and Minutes No. 597 dated December 29, 2025);
  - candidates for insurers of the Company (Minutes No. 575 dated March 07, 2025; Minutes No. 578 dated April 23, 2025; Minutes No. 581 dated May 07, 2025; Minutes No. 585 dated July 07, 2025; and Minutes No. 587 dated August 12, 2025);
- amendments and additions were introduced to the Development Plan of Rosseti Northern Caucasus, PJSC (Minutes No. 578 dated April 23, 2025);
- the amount of remuneration payable to the audit organization for auditing the Company’s accounting (financial) statements and consolidated financial statements for 2025 was determined (Minutes No. 580 dated May 05, 2025);
- the Company’s credit plan was approved/reviewed (Minutes No. 573 dated February 17, 2025; Minutes No. 577 dated April 01, 2025; Minutes No. 585 dated July 07, 2025; Minutes No. 586 dated July 30, 2025; Minutes No. 592 dated October 15, 2025; and Minutes No. 597 dated December 29, 2025);

- the Company's expense budget was approved (Minutes No. 576 dated March 12, 2025 and Minutes No. 582 dated May 13, 2025);
- the business plan of Rosseti Northern Caucasus, PJSC for 2025 and forecast indicators for 2026–2029 were approved (Minutes No. 586 dated July 30, 2025);
- the consolidated IFRS-based business plan of Rosseti Northern Caucasus, PJSC for 2025 and forecast indicators for 2026–2029 were approved (Minutes No. 590 dated September 26, 2025);
- amendment agreements to the facility agreement for financing of a transaction related to acquisition of property were approved (Minutes No. 580 dated May 05, 2025; Minutes No. 589 dated September 03, 2025; and Minutes No. 595 dated December 11, 2025).

**Regarding Service Delivery, Energy Saving and Reliability of Power Supply:**

- the following documents were approved:
  - the Company's action plan/schedule for reduction of overdue accounts receivable for electric power transmission services and settlement of existing disputes (Minutes No. 571 dated January 14, 2025; Minutes No. 583 dated May 28, 2025; Minutes No. 584 dated June 20, 2025; Minutes No. 590 dated September 26, 2025; and Minutes No. 595 dated December 11, 2025);
  - the Roadmap for Development of Additional (Non-Tariff) Services of the Company taking into account the “Digital Transformation 2030” concept (Minutes No. 572 dated February 03, 2025);
  - the Plan (Program) for Reduction of Electric Energy Losses in the Company's Electric Networks for 2025–2029 (Minutes No. 588 dated August 26, 2025);
  - the updated Development Plan for the Production Asset Management System and Resource Plan of the Company for 2024–2026 (Minutes No. 588 dated August 26, 2025 and Minutes No. 595 dated December 11, 2025);
  - the Company's Quality Policy (Minutes No. 589 dated September 03, 2025);
  - the Roadmap for Reduction of Accumulated Obligations within the framework of implementation of Federal Law No. 522-FZ dated December 27, 2018 “On Amendments to Certain Legislative Acts of the Russian Federation in Connection with Development of Electric Energy (Capacity) Metering Systems in the Russian Federation”, as well as other measures aimed at reducing risks of penalties for untimely installation of electric energy metering devices (Minutes No. 594 dated December 04, 2025);
  - Company Policy in the Area of Energy Saving and Energy Efficiency Improvement (Minutes No. 595 dated December 11, 2025);

**Reports on various areas of activity were reviewed:**

**Regarding Development of the Corporate Governance System:**

- reports on implementation of resolutions adopted by the Company's Board of Directors (Minutes No. 577 dated April 01, 2025; Minutes No. 585 dated July 07, 2025; Minutes No. 590 dated September 26, 2025; and Minutes No. 594 dated December 04, 2025);
- report on compliance with the Company's Information Policy Regulation for 2024 (Minutes No. 575 dated March 07, 2025);
- report on activities of the Company's Corporate Secretary (Minutes No. 582 dated May 13, 2025);
- report of the Audit Committee of the Company's Board of Directors on activities performed in 2024–2025 (Minutes No. 585 dated July 07, 2025).

**Regarding Internal Audit, Internal Control and Risk Management:**

- report on implementation of the Work Plan and results of internal audit activities for 2024, including results of the self-assessment of the quality of internal audit activities for 2024 (Minutes No. 577 dated April 01, 2025);

- report on organization, functioning and effectiveness of the Company's risk management and internal control system for 2024 (Minutes No. 580 dated May 05, 2025);
- report on assessment of reliability and effectiveness of the risk management and internal control system for 2024 (Minutes No. 579 dated April 23, 2025);
- report on assessment of the effectiveness of corporate governance at Rosseti Northern Caucasus, PJSC based on results of the 2024–2025 corporate year (Minutes No. 592 dated October 15, 2025);
- report on results of assessment of the process of identification and disposal of the Company's non-core assets in 2024 (Minutes No. 579 dated April 23, 2025);
- results of the external independent quality assessment of internal audit activities and the action plan for development and improvement of internal audit activities at Rosseti Northern Caucasus, PJSC for 2025–2029 were reviewed (Minutes No. 579 dated April 23, 2025);

#### **Regarding Economics and Finance:**

- reports on implementation of the Company's business plan (Minutes No. 572 dated February 03, 2025; Minutes No. 585 dated July 07, 2025; and Minutes No. 594 dated December 04, 2025);
- report on execution of the Company's expense budget (Minutes No. 588 dated August 26, 2025);
- reports on efficient, targeted and timely use of financial support funds allocated under the Company Development Plan (Minutes No. 571 dated January 14, 2025; Minutes No. 585 dated July 07, 2025; Minutes No. 587 dated August 12, 2025; and Minutes No. 591 dated October 07, 2025);
- report on insurance coverage for 2024 (Minutes No. 578 dated April 23, 2025);
- reports on the Company's credit policy (Minutes No. 580 dated May 05, 2025; Minutes No. 583 dated May 28, 2025; Minutes No. 587 dated August 12, 2025; and Minutes No. 594 dated December 04, 2025);
- report on expenditures related to preparation and holding of the annual General Shareholders Meeting of the Company (Minutes No. 587 dated August 12, 2025);
- reports on implementation of the Company Development Plan (Minutes No. 588 dated August 26, 2025 and Minutes No. 592 dated October 15, 2025);
- reports on implementation of the consolidated IFRS-based business plan of Rosseti Northern Caucasus, PJSC (Minutes No. 571 dated January 14, 2025; Minutes No. 587 dated August 12, 2025; and Minutes No. 594 dated December 04, 2025).

#### **Regarding Procurement Activities:**

- reports on implementation of the Procurement Plan of Rosseti Northern Caucasus, PJSC (Minutes No. 581 dated May 07, 2025 and Minutes No. 594 dated December 04, 2025).

#### **Regarding Investment Activities:**

- reports on implementation of the Company's investment program, including progress of implementation of the Company's investment projects included in the list of priority facilities (Minutes No. 572 dated February 03, 2025; Minutes No. 585 dated July 07, 2025; Minutes No. 588 dated August 26, 2025; and Minutes No. 593 dated November 06, 2025).

#### **Regarding Implementation of Anti-Corruption Policy:**

- report on review of results of anti-corruption monitoring within the Company based on results of 2024 (Minutes No. 576 dated March 12, 2025).

#### **Regarding Property Management:**

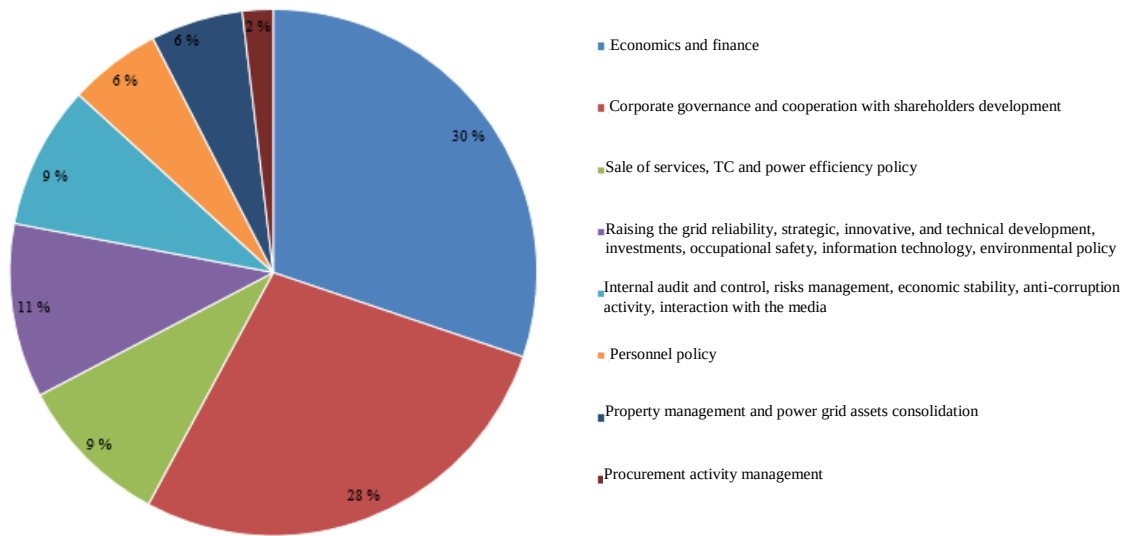
- reports on progress of implementation of the Company's register of non-core assets (Minutes No. 573 dated February 17, 2025; Minutes No. 580 dated May 05, 2025; and Minutes No. 587 dated August 12, 2025);
- reports on transactions executed without prior approval of the Company's Board of Directors (Minutes No. 585 dated July 07, 2025 and Minutes No. 594 dated December 04, 2025).

**Regarding Service Delivery, Power Sales Activities, Energy Efficiency Improvement, Technological Connection and Reliability of Power Supply:**

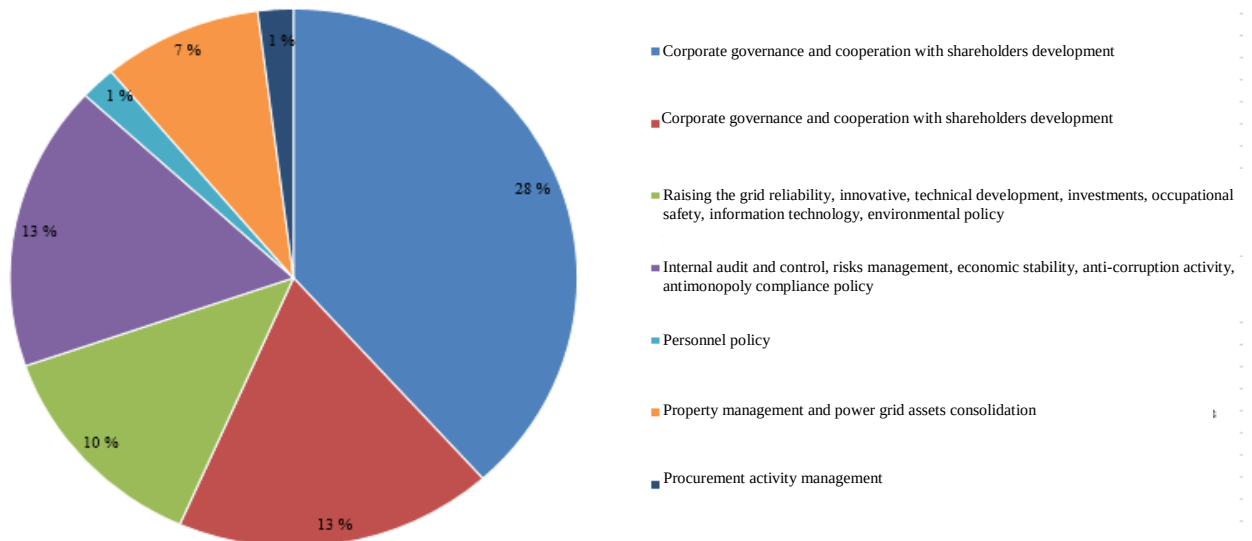
- report on results of implementation in 2024 of the Electric Grid Facilities Renovation Program of Rosseti Northern Caucasus, PJSC (Minutes No. 582 dated May 13, 2025);
- report on implementation of the Plan (Program) for Reduction of Electric Energy Losses in the Electric Networks of Rosseti Northern Caucasus, PJSC for 2024–2028 (Minutes No. 583 dated May 28, 2025);
- reports on implementation of the Company's action plan/schedule for reduction of overdue debt for electric energy transmission services rendered and settlement of disputes (Minutes No. 571 dated January 14, 2025; Minutes No. 583 dated May 28, 2025; Minutes No. 584 dated June 20, 2025; Minutes No. 590 dated September 26, 2025; and Minutes No. 595 dated December 11, 2025);
- reports on activities carried out in relation to overdue debt existing at the beginning of the reporting period and newly arising overdue accounts receivable for electric energy transmission services (Minutes No. 571 dated January 14, 2025; Minutes No. 583 dated May 28, 2025; Minutes No. 584 dated June 20, 2025; Minutes No. 590 dated September 26, 2025; and Minutes No. 595 dated December 11, 2025);
- report on results of implementation in 2024 of the approved Development Plan for the Production Asset Management System of Rosseti Northern Caucasus, PJSC for 2024–2026 (Minutes No. 576 dated March 12, 2025);
- reports on the current status of the Company's activities relating to technological connection of consumers to electric grids (Minutes No. 583 dated May 28, 2025 and Minutes No. 590 dated September 26, 2025);
- report on implementation of the Roadmap for Introduction of Service Quality Standards for Consumers of Services of Rosseti Northern Caucasus, PJSC based on results of 2024 (Minutes No. 578 dated April 23, 2025);
- report on compliance with Service Quality Standards for Consumers of Services of Rosseti Northern Caucasus, PJSC, including achievement of target customer service quality indicators, for 2024 (Minutes No. 581 dated May 07, 2025);
- report on implementation of activities relating to installation of metering devices within the framework of creation of intelligent electric energy metering systems in the electric networks of Rosseti Northern Caucasus, PJSC for 2024 (Minutes No. 583 dated May 28, 2025);
- report on the state of reliability (including reliability indicators and indicative reliability indicators) for 2024 (Minutes No. 588 dated August 26, 2025);
- reports on results of the Company's power sales activities, including reports on management of accounts receivable (Minutes No. 573 dated February 17, 2025 and Minutes No. 587 dated August 12, 2025).

During 2025, the Company's Board of Directors issued 39 instructions to the Company's management (63 in 2024 and 63 in 2023).

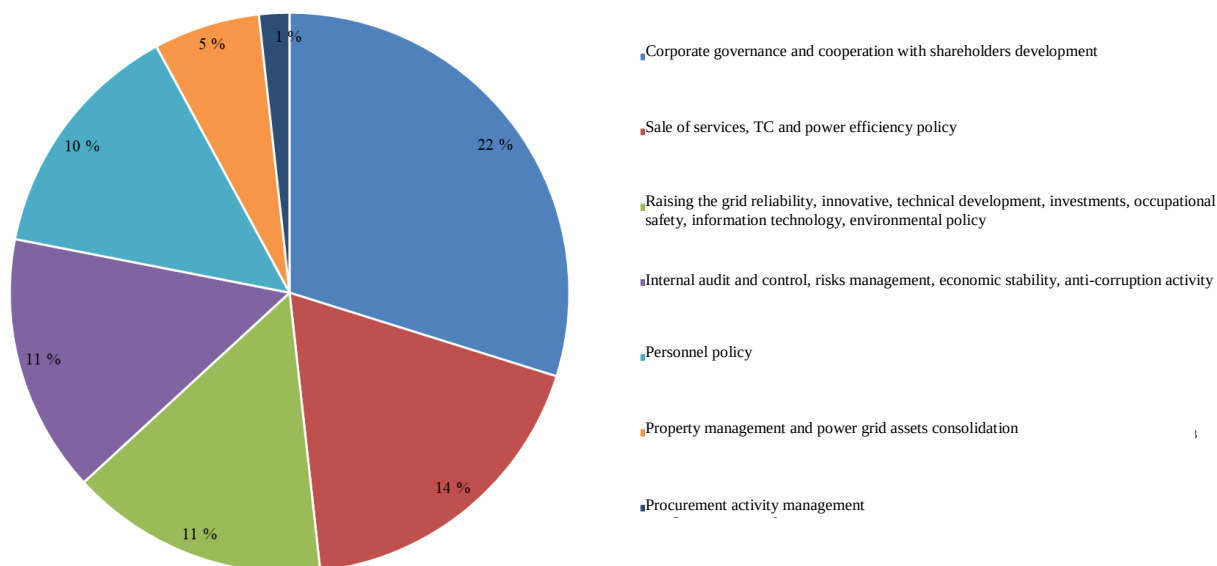
### Categories of Matters Reviewed by the Company's Board of Directors in 2025, %



### Categories of Matters Reviewed by the Company's Board of Directors in 2024, %



### Categories of Matters Reviewed by the Company's Board of Directors in 2023, %



Detailed information regarding resolutions adopted by the Company's Board of Directors in 2025 is available in the section "Shareholders and Investors / Corporate Governance / Board of Directors" on the Company's website at Board of Directors – [https://www.rossetisk.ru/shareholders\\_and\\_investors/korporativnoe\\_upravlenie/sovet\\_direktorov/](https://www.rossetisk.ru/shareholders_and_investors/korporativnoe_upravlenie/sovet_direktorov/).

### Directors' Engagement in the Work of the Company's Board of Directors in 2025\*

| Full name of Director                                               | Resolution of the General Shareholders Meeting Electing the Board of Directors                          | Corporate Year During Which the Person Served on the Board of Directors | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2025</b> |                                                                                                         |                                                                         | <b>27</b>                                       |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0</b>                                        |
| <b>Yelena Viktorovna Andreeva</b>                                   | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>26/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Natalya Nikolaevna Baranyuk</b>                                  | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Yuri Vladimirovich Goncharov</b>                                 | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Roman Alekseevich Levchenko</b>                                  | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Yulia Aleksandrovna Leshchetskaya</b>                            | June 13, 2024 (Minutes No. 27 dated June 13, 2024)                                                      | <b>2024–2025</b>                                                        | <b>6/13</b>                                     |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Yevgeny Viktorovich Lyapunov</b>                                 | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Vladimir Aleksandrovich Makarov</b>                              | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>26/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |
| <b>Aleksey Valeryevich Molsky</b>                                   | June 13, 2024 (Minutes No. 27 dated June 13, 2024);<br>May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings                                        |                                                                                                         |                                                                         | <b>0/0</b>                                      |

| Full name of Director                   | Resolution of the General Shareholders Meeting Electing the Board of Directors                       | Corporate Year During Which the Person Served on the Board of Directors | Number of Meetings and Absentee Voting Sessions |
|-----------------------------------------|------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| <b>Nataliya Vladimirovna Paramonova</b> | June 13, 2024 (Minutes No. 27 dated June 13, 2024); May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings            |                                                                                                      |                                                                         | <b>0/0</b>                                      |
| <b>Aleksey Aleksandrovich Polinov</b>   | May 28, 2025 (Minutes No. 28 dated May 28, 2025)                                                     | <b>2025–2026</b>                                                        | <b>11/14</b>                                    |
| including in-person meetings            |                                                                                                      |                                                                         | <b>0/0</b>                                      |
| <b>Nikolay Ivanovich Sasin</b>          | June 13, 2024 (Minutes No. 27 dated June 13, 2024); May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings            |                                                                                                      |                                                                         | <b>0/0</b>                                      |
| <b>Dmitriy Vladimirovich Ustyugov</b>   | June 13, 2024 (Minutes No. 27 dated June 13, 2024); May 28, 2025 (Minutes No. 28 dated May 28, 2025) | <b>2024–2025</b><br><b>2025–2026</b>                                    | <b>27/27</b>                                    |
| including in-person meetings            |                                                                                                      |                                                                         | <b>0/0</b>                                      |

\* Meetings mean meetings attended by the director in person. A/B — A means the number of meetings and absentee voting sessions in which the director participated; B means the total number of meetings and absentee voting sessions held during the period in which the person served on the Board of Directors.

### Directors' Engagement in the Work of the Company's Board of Directors in 2024\*

| Full name of Director                                               | Resolution of the General Shareholders Meeting Electing the Board of Directors                           | Corporate Year During Which the Person Served on the Board of Directors | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2024</b> |                                                                                                          |                                                                         | <b>24</b>                                       |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1</b>                                        |
| <b>Yelena Viktorovna Andreeva</b>                                   | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>23/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Natalya Nikolaevna Baranyuk</b>                                  | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>24/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Yuri Vladimirovich Goncharov</b>                                 | June 13, 2024 (Minutes No. 27 dated June 13, 2024)                                                       | <b>2024–2025</b>                                                        | <b>11/11</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Aleksandr Petrovich Kamyshnikov</b>                              | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>0/24</b>                                     |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/1</b>                                      |
| <b>Roman Alekseevich Levchenko</b>                                  | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>24/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Yulia Aleksandrovna Leshchevskaya</b>                            | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>17/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Yevgeny Viktorovich Lyapunov</b>                                 | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>24/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Vladimir Aleksandrovich Makarov</b>                              | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>22/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/1</b>                                      |
| <b>Aleksey Valeryevich Molsky</b>                                   | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>24/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Nataliya Vladimirovna Paramonova</b>                             | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>24/24</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>1/1</b>                                      |

| Full name of Director                 | Resolution of the General Shareholders Meeting Electing the Board of Directors                           | Corporate Year During Which the Person Served on the Board of Directors | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| <b>Nikolay Ivanovich Sasin</b>        | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b><br><b>2024–2025</b>                                    | <b>24/24</b>                                    |
| including in-person meetings          |                                                                                                          |                                                                         | <b>1/1</b>                                      |
| <b>Dmitriy Vladimirovich Ustyugov</b> | June 15, 2023 (Minutes No. 26 dated June 19, 2023)<br>June 13, 2024 (Minutes No. 27 dated June 13, 2024) | <b>2023–2024</b>                                                        | <b>24/24</b>                                    |
| including in-person meetings          |                                                                                                          |                                                                         | <b>0/1</b>                                      |

\* Meetings mean meetings attended by the director in person. A/B — A means the number of meetings and absentee voting sessions in which the director participated; B means the total number of meetings and absentee voting sessions held during the period in which the person served on the Board of Directors.

### Directors' Engagement in the Work of the Company's Board of Directors in 2023\*

| Full name of Director                                               | Resolution of the General Shareholders Meeting Electing the Board of Directors                           | Corporate Year During Which the Person Served on the Board of Directors | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2023</b> |                                                                                                          |                                                                         | <b>25</b>                                       |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0</b>                                        |
| <b>Yelena Viktorovna Andreeva</b>                                   | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>11/12</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Natalya Nikolaevna Baranyuk</b>                                  | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>12/12</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Yuri Vladimirovich Goncharov</b>                                 | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                                                       | <b>2022–2023</b>                                                        | <b>13/13</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Aleksandr Petrovich Kamysnikov</b>                               | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>4/12</b>                                     |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Daniil Vladimirovich Krainsky</b>                                | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                                                       | <b>2022–2023</b>                                                        | <b>13/13</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Roman Alekseevich Levchenko</b>                                  | June 16, 2022 (Minutes No. 25 dated June 17, 2022)<br>June 15, 2023 (Minutes No. 26 dated June 19, 2023) | <b>2022–2023</b><br><b>2023–2024</b>                                    | <b>25/25</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Yulia Aleksandrovna Leshchevskaya</b>                            | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>5/12</b>                                     |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Yevgeny Viktorovich Lyapunov</b>                                 | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>11/12</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Andrei Vladimirovich Mayorov</b>                                 | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                                                       | <b>2022–2023</b>                                                        | <b>13/13</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Vladimir Aleksandrovich Makarov</b>                              | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                                                       | <b>2023–2024</b>                                                        | <b>11/12</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Aleksey Valeryevich Molsky</b>                                   | June 16, 2022 (Minutes No. 25 dated June 17, 2022)<br>June 15, 2023 (Minutes No. 26 dated June 19, 2023) | <b>2022–2023</b><br><b>2023–2024</b>                                    | <b>25/25</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |
| <b>Nataliya Vladimirovna Paramonova</b>                             | June 16, 2022 (Minutes No. 25 dated June 17, 2022)<br>June 15, 2023 (Minutes No. 26 dated June 19, 2023) | <b>2022–2023</b><br><b>2023–2024</b>                                    | <b>25/25</b>                                    |
| including in-person meetings                                        |                                                                                                          |                                                                         | <b>0/0</b>                                      |

| Full name of Director                 | Resolution of the General Shareholders Meeting Electing the Board of Directors | Corporate Year During Which the Person Served on the Board of Directors | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------|--------------------------------------------------------------------------------|-------------------------------------------------------------------------|-------------------------------------------------|
| <b>Vladimir Yurievich Platonov</b>    | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                             | 2022–2023                                                               | 0/13                                            |
| including in-person meetings          |                                                                                |                                                                         | 0/0                                             |
| <b>Aleksey Aleksandrovich Polinov</b> | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                             | 2022–2023                                                               | 11/13                                           |
| including in-person meetings          |                                                                                |                                                                         | 0/0                                             |
| <b>Egor Vyacheslavovich Prokhorov</b> | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                             | 2022–2023                                                               | 0/13                                            |
| including in-person meetings          |                                                                                |                                                                         | 0/0                                             |
| <b>Nikolay Ivanovich Sasin</b>        | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                             | 2022–2023                                                               | 25/25                                           |
| including in-person meetings          | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                             | 2023–2024                                                               | 0/0                                             |
| <b>Anton Sergeevich Ulyanov</b>       | June 16, 2022 (Minutes No. 25 dated June 17, 2022)                             | 2022–2023                                                               | 0/13                                            |
| including in-person meetings          |                                                                                |                                                                         | 0/0                                             |
| <b>Dmitriy Vladimirovich Ustyugov</b> | June 15, 2023 (Minutes No. 26 dated June 19, 2023)                             | 2023–2024                                                               | 12/12                                           |
| including in-person meetings          |                                                                                |                                                                         | 0/0                                             |

\* Meetings mean meetings attended by the director in person. A/B — A means the number of meetings and absentee voting sessions in which the director participated; B means the total number of meetings and absentee voting sessions held during the period in which the person served on the Board of Directors.

#### Assessment of the Performance of the Company's Board of Directors

In 2025, no separate assessment of the performance of the Board of Directors of Rosseti Northern Caucasus was conducted. The relevant assessment methodology has not been approved by the Company. At the same time, in 2025 an assessment of the overall effectiveness of the Company's corporate governance system was carried out, including assessment of the "Board of Directors" component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on June 11, 2025 (Minutes No. 199 dated June 11, 2025). The report was subsequently reviewed by the Company's Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025). In addition, in 2025 an annual assessment of the Company's management quality was conducted by the rating agency RAEX (Expert RA). The analysis included, among other factors, "Management and Control Bodies".

#### Composition of the Company's Board of Directors

The professional Board of Directors of Rosseti Northern Caucasus, PJSC is a key element of the corporate governance system of the Company, influencing the Company's performance results and exercising strategic leadership and oversight over the activities of the executive bodies in the interests of shareholders and the Company itself.

In its activities, the Company's Board of Directors is guided by the Federal Law "On Joint-Stock Companies", other regulations of the Russian Federation, the Charter of Rosseti Northern Caucasus, PJSC, the Regulation on the Board of Directors of the Company, the principles and recommendations of the Corporate Governance Code of the Bank of Russia, as well as the Code of Corporate Ethics and Official Conduct of Employees of Rosseti Northern Caucasus, PJSC.

The Company consistently strives to ensure that candidates nominated to the Board of Directors of Rosseti Northern Caucasus, PJSC possess impeccable business reputations, as well as the knowledge, skills, and experience necessary for decision-making and effective management.

Members of the Board of Directors of Rosseti Northern Caucasus, PJSC are elected through a transparent procedure (established in the Company's Charter) enabling shareholders to obtain sufficient information about candidates to form an opinion regarding their personal and professional qualifications. Information regarding candidates, as well as shareholders who

nominated candidates for inclusion in the voting list for election to the Board of Directors, is available on the Company's website in the section "Shareholders and Investors / Corporate Governance / Materials for General Shareholders Meetings" at:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/korporativnoe\\_upravlenie/materialy-k-obshchim-sobraniyam-aktsionerov/](https://www.rossetisk.ru/shareholders_and_investors/korporativnoe_upravlenie/materialy-k-obshchim-sobraniyam-aktsionerov/).

The Board of Directors of Rosseti Northern Caucasus, PJSC consists of 11 members.

Pursuant to the resolution of the Company's Board of Directors dated July 04, 2025 (Minutes No. 585 dated July 07, 2025), one member of the Company's Board of Directors, Nikolay I. Sasin, was recognized in 2025 as an independent director in accordance with Clause 104 of the Corporate Governance Code of the Bank of Russia.

**The current composition of the Company's Board of Directors** was elected by resolution of the General Shareholders Meeting of the Company dated May 28, 2025 (Minutes No. 28 dated May 28, 2025). In accordance with Article 65 of the Federal Law "On Joint-Stock Companies", the annual General Shareholders Meeting of the Company was convened pursuant to a resolution of the Company's Board of Directors.

**Aleksey Valeryevich Molsky**  
**Chairman of the Company's Board of Directors**  
**Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on May 31, 2021.

| General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC |      |                                                                                                                                |                                                                                                                                                                                            |
|---------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Year of Birth                                                                                     |      | 1980                                                                                                                           |                                                                                                                                                                                            |
| Education                                                                                         |      | 2004, Moscow Power Engineering Institute, Electric Power Systems and Networks; Economics and Enterprise Management; Engineer   |                                                                                                                                                                                            |
| Primary Employment and Position                                                                   |      | Deputy General Director for Investments and Capital Construction of Federal Grid Company – Rosseti, Public Joint-Stock Company |                                                                                                                                                                                            |
| Information on Positions Held                                                                     |      |                                                                                                                                |                                                                                                                                                                                            |
| Period                                                                                            |      | Organization                                                                                                                   | Position                                                                                                                                                                                   |
| from                                                                                              | to   |                                                                                                                                |                                                                                                                                                                                            |
| 2012                                                                                              | 2020 | Federal Grid Company of Unified Energy System, Public Joint-Stock Company                                                      | Deputy Chairman of the Management Board, First Deputy Chairman of the Management Board, Deputy Chairman of the Management Board for Investments, Capital Construction and Service Delivery |
| 2013                                                                                              | 2023 | Association “NP Market Council”                                                                                                | Supervisory Director                                                                                                                                                                       |

|      |                       |                                                                           |                                                                                                                                   |
|------|-----------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 2016 | 2020                  | Federal Grid Company of Unified Energy System, Public Joint-Stock Company | Member of the Management Board                                                                                                    |
| 2020 | 2022                  | Federal Grid Company of Unified Energy System, Public Joint-Stock Company | Deputy General Director for Investments, Capital Construction and Service Delivery                                                |
| 2022 | as of the end of 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                | Deputy General Director for Investments and Capital Construction, Member of the Management Board                                  |
| 2020 | 2023                  | Rosseti, Public Joint-Stock Company                                       | Deputy General Director for Investments, Capital Construction and Service Delivery (concurrently), Member of the Management Board |

#### **Participation in Management and Supervisory Bodies**

As of the end of 2025, also serves as a member of the Boards of Directors of Rosseti Moscow Region, PJSC, Rosseti CIUS UES, JSC, Rosseti Research and Development Center, JSC, Rosseti Digital, JSC, Rosseti Lenenergo, PJSC, Energy Center, JSC, Rosseti Volga, PJSC, Rosseti Siberia, PJSC, Rosseti Northern Caucasus, PJSC, and Mobile Gas Turbine Power Plants, JSC; member of the Presidium of the Association “Russian National Committee of the International Council on Large Electric Systems” (RNC CIGRE); Chairman of the Supervisory Board of SakRusEnergo, JSC.

Does not own shares in Rosseti Northern Caucasus, PJSC.

Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year

#### **Yelena Viktorovna Andreeva**

##### **Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus on June 15, 2023.

| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |      |
|----------------------------------------------------------------------------------------------------------|------|
| <b>Year of Birth</b>                                                                                     | 1974 |

|                                                                                                                                                                                                                                                            |                     |                                                                                                                                            |                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <b>Education</b>                                                                                                                                                                                                                                           |                     | 1997, Ivanovo State Power Engineering University, Economics and Management at Power Industry Enterprises, Economist-Manager                |                                                                             |
| <b>Primary Employment and Position</b>                                                                                                                                                                                                                     |                     | Deputy General Director for Service Delivery and Electric Power Transmission of Federal Grid Company – Rosseti, Public Joint-Stock Company |                                                                             |
| <b>Information on Positions Held</b>                                                                                                                                                                                                                       |                     |                                                                                                                                            |                                                                             |
| <b>Period</b>                                                                                                                                                                                                                                              |                     | <b>Organization</b>                                                                                                                        | <b>Position</b>                                                             |
| <b>from</b>                                                                                                                                                                                                                                                | <b>to</b>           |                                                                                                                                            |                                                                             |
| 2008                                                                                                                                                                                                                                                       | 2022                | Mosenergo, OJSC                                                                                                                            | Deputy General Director for Sales                                           |
| 2014                                                                                                                                                                                                                                                       | 2022                | Gazprom Energoholding, OJSC                                                                                                                | Deputy General Director for Regional Development (concurrently)             |
| 2022                                                                                                                                                                                                                                                       | 2023                | Rosseti, Public Joint-Stock Company                                                                                                        | Chief Advisor (concurrently)                                                |
| 2022                                                                                                                                                                                                                                                       | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                                                                                 | Deputy General Director for Sale of Services and Electricity Transportation |
| <b>Participation in Management and Supervisory Bodies</b>                                                                                                                                                                                                  |                     |                                                                                                                                            |                                                                             |
| As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Centre, PJSC, Rosseti Centre and Volga Region, PJSC, Rosseti Siberia, PJSC, Rosseti Ural, PJSC, Yantarenergosbyt, JSC, Rosseti Northern Caucasus, PJSC and Energetik, JSC. |                     |                                                                                                                                            |                                                                             |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                                                                                                                                                    |                     |                                                                                                                                            |                                                                             |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year                                                                                                                           |                     |                                                                                                                                            |                                                                             |

**Natalya Nikolaevna Baranyuk**  
**Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus on June 15, 2023.

|                                                                                                          |                                                                                                                                                  |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |                                                                                                                                                  |
| <b>Year of Birth</b>                                                                                     | 1978                                                                                                                                             |
| <b>Education</b>                                                                                         | 2000, Krasnoyarsk State University, Law, Legal Counsel;<br>2011, Lomonosov Moscow State University, Public Administration Management, Management |

|                                                                                                                                                                                                                                                      |                     |                                                                                                                        |                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| <b>Primary Employment and Position</b>                                                                                                                                                                                                               |                     | Chief of Staff to the Chairman of the Board of Directors of Federal Grid Company – Rosseti, Public Joint-Stock Company |                                                                                |
| <b>Information on Positions Held</b>                                                                                                                                                                                                                 |                     |                                                                                                                        |                                                                                |
| <b>Period</b>                                                                                                                                                                                                                                        |                     | <b>Organization</b>                                                                                                    | <b>Position</b>                                                                |
| <b>from</b>                                                                                                                                                                                                                                          | <b>to</b>           |                                                                                                                        |                                                                                |
| 2015                                                                                                                                                                                                                                                 | 2023                | Rosseti, Public Joint-Stock Company                                                                                    | Corporate Secretary – Chief of Staff to the Chairman of the Board of Directors |
| 2023                                                                                                                                                                                                                                                 | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                                                             | Chief of Staff to the Chairman of the Board of Directors                       |
| 2025                                                                                                                                                                                                                                                 | as of Year-End 2025 | Rosseti Northern Caucasus, Public Joint-Stock Company                                                                  | Member of the Strategy Committee of the Board of Directors                     |
| <b>Participation in Management and Supervisory Bodies</b>                                                                                                                                                                                            |                     |                                                                                                                        |                                                                                |
| As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Volga PJSC and Rosseti Northern Caucasus, PJSC and as a member of the Auditing Commissions of NITSE JSC, NIT TEK JSC and Territorial Generating Company No. 2, PJSC. |                     |                                                                                                                        |                                                                                |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                                                                                                                                              |                     |                                                                                                                        |                                                                                |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year                                                                                                                     |                     |                                                                                                                        |                                                                                |

**Yuri Vladimirovich Goncharov****Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on May 29, 2020.

|                                                                                                          |                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |                                                                                                                                                        |
| <b>Year of Birth</b>                                                                                     | 1977                                                                                                                                                   |
| <b>Education</b>                                                                                         | 2000, Moscow State Mining University, Management, Master of Management;<br>2014, Moscow Institute of Economics, Politics and Law, Law, Bachelor of Law |
| <b>Primary Employment and Position</b>                                                                   | Chief Advisor at Federal Grid Company – Rosseti, Public Joint-Stock Company                                                                            |

| <b>Information on Positions Held</b>                                                                                                                                                    |                     |                                                            |                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------------------------------------|----------------------------------------------------------|
| <b>Period</b>                                                                                                                                                                           |                     | <b>Organization</b>                                        | <b>Position</b>                                          |
| <b>from</b>                                                                                                                                                                             | <b>to</b>           |                                                            |                                                          |
| 2018                                                                                                                                                                                    | 2023                | Rosseti, Public Joint-Stock Company                        | Senior Counsel                                           |
| 2023                                                                                                                                                                                    | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company | Senior Counsel                                           |
| 2024                                                                                                                                                                                    | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC                            | Members of the Audit Committee of the Board of Directors |
| <b>Participation in Management and Supervisory Bodies</b>                                                                                                                               |                     |                                                            |                                                          |
| As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Tyumen, JSC, Rosseti Northern Caucasus, PJSC, Rosseti Volga, PJSC, and Rosseti Siberia Tyvaenergo, JSC. |                     |                                                            |                                                          |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                                                                                 |                     |                                                            |                                                          |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year                                                        |                     |                                                            |                                                          |

### **Roman Alekseevich Levchenko**

#### **Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on May 31, 2021.

| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Year of Birth</b>                                                                                     | 1979                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Education</b>                                                                                         | 1997, Pyatigorsk Trade and Economic Technical School, Accounting, Control and Analysis of Business Activities;<br>2000, North Caucasus State University, Law, Lawyer<br>2012, South Russian State University of Economics and Service, Service of Power Equipment, Service Specialist<br>2023, professional retraining at Moscow Power Engineering Institute in “Electric Power Engineering and Electrical Engineering” |
| <b>Primary Employment and Position</b>                                                                   | General Director, Chairman of the Management Board of Rosseti Northern Caucasus, PJSC                                                                                                                                                                                                                                                                                                                                   |
| <b>Information on Positions Held</b>                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>Period</b>                                                                                            | <b>Organization</b>                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Position</b>                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                         |

| from                                                                                                                              | to                  |                                 |                                                                              |
|-----------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------------|------------------------------------------------------------------------------|
| 2017                                                                                                                              | 2021                | A Group Engineering, LLC        | General Director                                                             |
| 2021                                                                                                                              | 2022                | Rosseti Northern Caucasus, PJSC | Deputy General Director for Interaction with Electricity Market Participants |
| 2021                                                                                                                              | 2022                | Rosseti Northern Caucasus, PJSC | Acting General Director                                                      |
| 2021                                                                                                                              | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | Member of the Management Board                                               |
| 2021                                                                                                                              | 2022                | Rosseti Northern Caucasus, PJSC | Acting Chairman of the Management Board                                      |
| 2022                                                                                                                              | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | General Director, Chairman of the Management Board                           |
| <b>Participation in Management and Supervisory Bodies</b>                                                                         |                     |                                 |                                                                              |
| As of the end of 2025, serves as a member of the Board of Directors of Rosseti Northern Caucasus, PJSC.                           |                     |                                 |                                                                              |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                           |                     |                                 |                                                                              |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year. |                     |                                 |                                                                              |

### **Yevgeny Viktorovich Lyapunov**

#### **Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on June 15, 2023.

|                                                                                                   |      |                                                                                                        |                                                |
|---------------------------------------------------------------------------------------------------|------|--------------------------------------------------------------------------------------------------------|------------------------------------------------|
| General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC |      |                                                                                                        |                                                |
| Year of Birth                                                                                     |      | 1981                                                                                                   |                                                |
| Education                                                                                         |      | 2003, Ivanovo Power Engineering University, Electric Power Systems and Networks, Electrical Engineer   |                                                |
| Primary Employment and Position                                                                   |      | Deputy General Director – Chief Engineer of Federal Grid Company – Rosseti, Public Joint-Stock Company |                                                |
| Information on Positions Held                                                                     |      |                                                                                                        |                                                |
| Period                                                                                            |      | Organization                                                                                           | Position                                       |
| from                                                                                              | to   |                                                                                                        |                                                |
| 2015                                                                                              | 2019 | Branch of FGC UES, PJSC – MES Center                                                                   | First Deputy General Director – Chief Engineer |

|      |                     |                                                            |                                                                          |
|------|---------------------|------------------------------------------------------------|--------------------------------------------------------------------------|
| 2019 | 2020                | Branch of FGC UES, PJSC – MES of Western Siberia           | General Director                                                         |
| 2020 | 2022                | Branch of FGC UES, PJSC – MES Center                       | First Deputy General Director                                            |
| 2021 | 2022                | FGC UES, PJSC                                              | Advisor to the First Deputy General Director – Chief Engineer            |
| 2022 | 2023                | Rosseti, Public Joint-Stock Company                        | Senior Counsel                                                           |
| 2022 | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company | Deputy General Director – Chief Engineer, member of the Management Board |

#### **Participation in Management and Supervisory Bodies**

As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Moscow Region, PJSC, Rosseti Lenenergo, PJSC, Rosseti Northern Caucasus, PJSC, Rosseti Digital, JSC, Rosseti Tyumen, JSC, and Energetik JSC; Chairman of the Boards of Directors of Rosseti Centre, PJSC, Rosseti Centre and Volga Region, PJSC, Rosseti Mobile GTPP, JSC, Rosseti Electrosetservice, JSC, RES, JSC and Electromagistral, JSC; member of the Presidium of the Association “Russian National Committee of the International Council on Large Electric Systems” (RNC CIGRE).

Does not own shares in Rosseti Northern Caucasus, PJSC.

Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year

#### **Vladimir Aleksandrovich Makarov**

##### **Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on June 15, 2023.

#### **General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC**

|                                        |                                                                                                      |
|----------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>Year of Birth</b>                   | 1968                                                                                                 |
| <b>Education</b>                       | 1994, Moscow State Law Academy, Jurisprudence, Lawyer                                                |
| <b>Primary Employment and Position</b> | Director for Internal Control and Risk Management – Head of the Internal Control and Risk Management |

|                                                                                                                                                                       |                     |                                                                           |                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                       |                     | Department of Federal Grid Company – Rosseti, Public Joint-Stock Company  |                                                                                                                 |
| Information on Positions Held                                                                                                                                         |                     |                                                                           |                                                                                                                 |
| Period                                                                                                                                                                |                     | Organization                                                              | Position                                                                                                        |
| from                                                                                                                                                                  | to                  |                                                                           |                                                                                                                 |
| 2018                                                                                                                                                                  | 2022                | Office of the Prosecutor General of the Russian Federation                | Head of Department                                                                                              |
| 2022                                                                                                                                                                  | 2023                | Rosseti, Public Joint-Stock Company                                       | Head of the Department for Prevention of Corruption and Internal Inspections (concurrent)                       |
| 2022                                                                                                                                                                  | 2023                | Federal Grid Company of Unified Energy System, Public Joint-Stock Company | Head of the Department for Prevention of Corruption and Internal Inspections                                    |
| 2023                                                                                                                                                                  | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                | Director for Internal Control and Risk Management – Head of the Internal Control and Risk Management Department |
| Participation in Management and Supervisory Bodies                                                                                                                    |                     |                                                                           |                                                                                                                 |
| As of the end of 2025, serves as a member of the Board of Directors of Rosseti Northern Caucasus, PJSC and as a member of the Auditing Commission of Inter RAO, PJSC. |                     |                                                                           |                                                                                                                 |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                                                               |                     |                                                                           |                                                                                                                 |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year                                      |                     |                                                                           |                                                                                                                 |

**Nataliya Vladimirovna Paramonova**

**Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on June 16, 2022.

|                                                                                                          |                                                                         |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|
| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |                                                                         |
| <b>Year of Birth</b>                                                                                     | 1970                                                                    |
| <b>Education</b>                                                                                         | 1995, Gubkin State Academy of Oil and Gas, Process Automation Engineer; |

|                                                                                                                                   |                     |                                                                                                             |                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------|---------------------|-------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                   |                     | 2005, Institute of Business and Politics, Accounting, Analysis and Audit, Economist                         |                                                                                                                                                      |
| Primary Employment and Position                                                                                                   |                     | First Deputy Head of the Economics Department of Federal Grid Company – Rosseti, Public Joint-Stock Company |                                                                                                                                                      |
| Information on Positions Held                                                                                                     |                     |                                                                                                             |                                                                                                                                                      |
| Period                                                                                                                            |                     | Organization                                                                                                | Position                                                                                                                                             |
| from                                                                                                                              | to                  |                                                                                                             |                                                                                                                                                      |
| 2018                                                                                                                              | 2023                | Rosseti, Public Joint-Stock Company                                                                         | Head of the Planning and Economic Division of the Tariff Policy Department; Director of the Department of Economy, Head of the Department of Economy |
| 2023                                                                                                                              | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                                                  | First Deputy Head of the Department of Economy                                                                                                       |
| 2022                                                                                                                              | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC                                                                             | Member of the Strategy Committee of the Board of Directors                                                                                           |
| Participation in Management and Supervisory Bodies                                                                                |                     |                                                                                                             |                                                                                                                                                      |
| As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Tomsk, PJSC and Rosseti Northern Caucasus, PJSC.  |                     |                                                                                                             |                                                                                                                                                      |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                           |                     |                                                                                                             |                                                                                                                                                      |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year. |                     |                                                                                                             |                                                                                                                                                      |

**Aleksey Aleksandrovich Polinov****Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on June 16, 2022.

|                                                                                                          |                                                                                                                                |
|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |                                                                                                                                |
| <b>Year of Birth</b>                                                                                     | 1978                                                                                                                           |
| <b>Education</b>                                                                                         | 2000, Moscow State University of Civil Engineering, Economics and Enterprise Management (in Construction)<br>PhD in Economics. |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                     |                                                                                                                          |                                                                                                                      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| <b>Primary Employment and Position</b>                                                                                                                                                                                                                                                                                                                                                                                                                      |                     | Chief Advisor, Acting Deputy General Director for Strategy of Federal Grid Company – Rosseti, Public Joint-Stock Company |                                                                                                                      |
| <b>Information on Positions Held</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |                     |                                                                                                                          |                                                                                                                      |
| <b>Period</b>                                                                                                                                                                                                                                                                                                                                                                                                                                               |                     | <b>Organization</b>                                                                                                      | <b>Position</b>                                                                                                      |
| <b>from</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>to</b>           |                                                                                                                          |                                                                                                                      |
| 2019                                                                                                                                                                                                                                                                                                                                                                                                                                                        | as of Year-End 2025 | Rosseti Lenenergo, PJSC                                                                                                  | Member of the Management Board                                                                                       |
| 2019                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2022                | Rosseti Lenenergo, PJSC                                                                                                  | Deputy General Director for Economics and Finance                                                                    |
| 2022                                                                                                                                                                                                                                                                                                                                                                                                                                                        | as of Year-End 2025 | Rosseti Lenenergo, PJSC                                                                                                  | Advisor to General Director (concurrently)                                                                           |
| 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2023                | Rosseti, Public Joint-Stock Company                                                                                      | Chief Adviser, Acting Deputy General Director for Economics and Finance, Member of the Management Board (since 2022) |
| 2022                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2023                | Federal Grid Company – Rosseti, Public Joint-Stock Company                                                               | Deputy General Director for Economics and Finance                                                                    |
| 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                        | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                                                               | Chief Adviser, Member of the Management Board                                                                        |
| 2024                                                                                                                                                                                                                                                                                                                                                                                                                                                        | as of Year-End 2025 | Federal Grid Company – Rosseti, Public Joint-Stock Company                                                               | Acting Deputy General Director for Strategy (concurrently)                                                           |
| <b>Participation in Management and Supervisory Bodies</b>                                                                                                                                                                                                                                                                                                                                                                                                   |                     |                                                                                                                          |                                                                                                                      |
| As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Lenenergo, PJSC, Rosseti Northern Caucasus, PJSC, Rosseti Siberia, PJSC, Rosseti North-West, PJSC, Rosseti Ural, PJSC, Rosseti Yantar, JSC, Rosseti Tyumen, JSC, and Rosseti Capital, JSC; member of the Management Board of Rosseti Lenenergo, PJSC; and member of the Supervisory Board of the Autonomous Non-Profit Organization “Alliance for Sustainable Development”. |                     |                                                                                                                          |                                                                                                                      |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                                                                                                                                                                                                                                                                                                                                                     |                     |                                                                                                                          |                                                                                                                      |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year.                                                                                                                                                                                                                                                                                                                           |                     |                                                                                                                          |                                                                                                                      |

**Nikolay Ivanovich Sasin**

**Independent Member of the Board of Directors**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on June 20, 2016.

| General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                      |
|---------------------------------------------------------------------------------------------------|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| Year of Birth                                                                                     |                     | 1969                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                      |
| Education                                                                                         |                     | 1990, Volsk Higher Military School of Logistics named after the Lenin Komsomol, Order of the Red Star, Engineer-Economist;<br>2001, Moscow State University of Economics, Statistics and Informatics, Business Valuation;<br>2003, Moscow Aviation Institute (National Research University), Presidential Management Training Program “Management”;<br>2004, Stavropol State Agrarian University, Crisis Management, Economist-Manager |                                                                                      |
| Primary Employment and Position                                                                   |                     | Chairman of the Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium Entrepreneurship “OPORA RUSSIA”                                                                                                                                                                                                                                                                                                   |                                                                                      |
| Information on Positions Held                                                                     |                     |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                      |
| Period                                                                                            |                     | Organization                                                                                                                                                                                                                                                                                                                                                                                                                           | Position                                                                             |
| from                                                                                              | to                  |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                      |
| since 2010                                                                                        | as of Year-End 2025 | Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium Entrepreneurship “OPORA RUSSIA”                                                                                                                                                                                                                                                                                                                   | Chairman of the Board                                                                |
| 2014                                                                                              | as of Year-End 2025 | All-Russian Public Organization of Small and Medium Entrepreneurship “OPORA RUSSIA”                                                                                                                                                                                                                                                                                                                                                    | Coordinator for the North Caucasian Federal District, Member of the Management Board |
| 2015                                                                                              | 2020                | Goryachevodsky APC                                                                                                                                                                                                                                                                                                                                                                                                                     | Director for Investments                                                             |
| 2016                                                                                              | as of Year-End 2025 | Stavropol Regional Branch of the All-Russian Political Party “PARTY OF GROWTH”                                                                                                                                                                                                                                                                                                                                                         | Chairman of the Regional Branch                                                      |

|                                                                                                                                   |                         |                                                                                                  |                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------|-------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 2017                                                                                                                              | 2020                    | Market Line, LLC                                                                                 | Deputy General Director                                        |
| 2020                                                                                                                              | as of Year-<br>End 2025 | Market Line, LLC                                                                                 | General Director                                               |
| 2020                                                                                                                              | as of Year-<br>End 2025 | Rosseti Northern Caucasus, PJSC                                                                  | Members of the Audit<br>Committee of the Board of<br>Directors |
| 2021                                                                                                                              | as of Year-<br>End 2025 | Interregional Public Organization<br>“Association of Authorial,<br>Individual and Event Tourism” | President of the Association                                   |
| 2022                                                                                                                              | as of Year-<br>End 2025 | SAS GROUP, LLC                                                                                   | General Director                                               |
| <b>Participation in Management and Supervisory Bodies, as well as Committees</b>                                                  |                         |                                                                                                  |                                                                |
| As of the end of 2025, serves as a member of the Board of Directors of Rosseti Northern Caucasus, PJSC.                           |                         |                                                                                                  |                                                                |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                           |                         |                                                                                                  |                                                                |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year. |                         |                                                                                                  |                                                                |

**Dmitriy Vladimirovich Ustyugov****Non-Executive Director**

First elected to the Board of Directors of Rosseti Northern Caucasus, PJSC on June 15, 2023.

| <b>General Information about the Member of the Board of Directors of Rosseti Northern Caucasus, PJSC</b> |                         |                                                                                         |                           |
|----------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------|---------------------------|
| <b>Year of Birth</b>                                                                                     |                         | 1976                                                                                    |                           |
| <b>Education</b>                                                                                         |                         | 1999, Omsk State University, Law, Lawyer                                                |                           |
| <b>Primary Employment and Position</b>                                                                   |                         | Director for Legal Issues of Federal Grid Company – Rosseti, Public Joint-Stock Company |                           |
| <b>Period</b>                                                                                            |                         | <b>Organization</b>                                                                     | <b>Position</b>           |
| <b>from</b>                                                                                              | <b>to</b>               |                                                                                         |                           |
| 2015                                                                                                     | 2020                    | FGC UES, PJSC                                                                           | Director for Legal Issues |
| 2020                                                                                                     | 2021                    | FGC UES, PJSC                                                                           | Head of Legal Department  |
| 2021                                                                                                     | 2022                    | FGC UES, PJSC                                                                           | Director for Legal Issues |
| 2021                                                                                                     | 2023                    | Rosseti, Public Joint-Stock Company                                                     | Director for Legal Issues |
| 2023                                                                                                     | as of Year-<br>End 2025 | Federal Grid Company – Rosseti,<br>Public Joint-Stock Company                           | Director for Legal Issues |

|                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Participation in Management and Supervisory Bodies</b>                                                                                                                         |
| As of the end of 2025, serves as a member of the Boards of Directors of Rosseti Northern Caucasus, PJSC, UES SakRusEnergo, JSC, and Rosseti Research and Development Center, JSC. |
| Does not own shares in Rosseti Northern Caucasus, PJSC.                                                                                                                           |
| Did not enter into any transactions to acquire or dispose of shares of Rosseti Northern Caucasus, PJSC during the reporting year.                                                 |

### Current Board of Directors as of the end of 2025

| Criterion                                                      | Indicator           |
|----------------------------------------------------------------|---------------------|
| <b>Total number</b>                                            | <b>11 directors</b> |
| <b>Status, including</b>                                       |                     |
| Independent Directors                                          | 9% (1 director)     |
| Executive Directors                                            | 9% (1 director)     |
| Non-Executive Directors                                        | 82% (9 directors)   |
| <b>Age, including</b>                                          |                     |
| Under 35 years old, inclusive                                  | 0% (0 directors)    |
| From 36 to 65 years old, inclusive                             | 100% (11 directors) |
| 66 years old and above                                         | 0% (0 directors)    |
| <b>Tenure on the Company's Board of Directors*, including:</b> |                     |
| 1 year                                                         | 0% (0 directors)    |
| 2–6 years                                                      | 91% (10 directors)  |
| 7 years and above                                              | 9% (1 director)     |

\*A corporate year is considered as one year. The aggregate tenure on the Company's Board of Directors is indicated.

### Composition of the Board of Directors Elected by Resolution of the General Shareholders Meeting on June 13, 2024 (Minutes No. 27 dated June 13, 2024), Serving through May 27, 2025

| No. | Full Name                   | Director Status During Term of Office | Position (at the Time of Nomination)                                              |
|-----|-----------------------------|---------------------------------------|-----------------------------------------------------------------------------------|
| 1.  | Aleksey Valeryevich Molsky  | Non-Executive Director                | Deputy General Director for Investments and Capital Construction of Rosseti, PJSC |
| 2.  | Roman Alekseevich Levchenko | Executive Director                    | General Director of Rosseti Northern Caucasus, PJSC                               |

|     |                                   |                        |                                                                                                                                      |
|-----|-----------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| 3.  | Yelena Viktorovna Andreeva        | Non-Executive Director | Deputy General Director for Service Delivery and Electricity Transmission of Rosseti, PJSC                                           |
| 4.  | Natalya Nikolaevna Baranyuk       | Non-Executive Director | Chief of Staff to the Chairman of the Board of Directors of Rosseti, PJSC                                                            |
| 5.  | Yuri Vladimirovich Goncharov      | Non-Executive Director | Chief Adviser of Rosseti, PJSC                                                                                                       |
| 6.  | Yulia Aleksandrovna Leshchevskaya | Non-Executive Director | Deputy General Director for Strategy of Rosseti, PJSC                                                                                |
| 7.  | Yevgeny Viktorovich Lyapunov      | Non-Executive Director | Deputy General Director – Chief Engineer of Rosseti, PJSC                                                                            |
| 8.  | Vladimir Aleksandrovich Makarov   | Non-Executive Director | Director for Internal Control and Risk Management – Head of the Internal Control and Risk Management Department of Rosseti, PJSC     |
| 9.  | Nataliya Vladimirovna Paramonova  | Non-Executive Director | First Deputy Head of the Department of Economy of Rosseti, PJSC                                                                      |
| 10. | Nikolay Ivanovich Sasin           | Independent Director   | Chairman of the Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium Entrepreneurship “OPORA RUSSIA” |
| 11. | Dmitriy Vladimirovich Ustyugov    | Non-Executive Director | Director for Legal Affairs of Rosseti, PJSC                                                                                          |

According to available information, members of the Board of Directors of Rosseti Northern Caucasus, PJSC do not hold interests in the authorized capital of Rosseti Northern Caucasus, PJSC or its subsidiaries, do not own ordinary shares of Rosseti Northern Caucasus, PJSC or its subsidiaries, and did not execute any transactions involving the acquisition and/or disposal of the Company's shares during 2025.

During 2025, the Company did not provide any loans to members of the Board of Directors.

In connection with the expiration on February 28, 2025 of the insurance period under the Directors', Officers' and Company Liability Insurance Agreement No. 24DO0011, during which the insurer could be notified of any claim first made during such period or during the insurance period in connection with any wrongful act occurring prior to the expiration of the insurance period, the Company entered into Directors', Officers' and Company Liability Insurance Agreement No. 25DO0013 with a consortium comprising SOGAZ, JSC, VSK IJSC,

AlfaStrakhovanie, JSC and IC Sberbank Insurance, LLC effective from March 1, 2025 through February 28, 2026.

This type of insurance is maintained as part of the 2025 Insurance Protection Program approved by resolution of the Company's Board of Directors (Minutes No. 572 dated February 3, 2025). The total insurance premium for this type of insurance in 2025 amounted to RUB 40 mn.

### 5.3.3. Committees of the Company's Board of Directors

**The Committees of the Board of Directors of Rosseti Northern Caucasus, PJSC** were established to enhance the effectiveness of the Board of Directors' activities and to develop recommendations for the Board of Directors and executive bodies of Rosseti Northern Caucasus, PJSC.

The following committees have been established and operate within Rosseti Northern Caucasus, PJSC:

- Audit committee;
- Nominations and Remuneration Committee;
- Reliability Committee;
- Strategy Committee;
- Committee for Technological Connection to Electric Grids.

In carrying out their activities, members of the Committees of the Company's Board of Directors are guided by:

- Russian laws and regulations;
- the Company's Charter;
- regulations governing the Committees and the Company's by-laws;
- work plans of the Committees.

#### Committee Regulation

| Committee Name                                           | Information on Approval by the Company's Board of Directors of the Current Version of the Committee Regulation |
|----------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Reliability Committee                                    | Minutes dated July 31, 2017 No. 310                                                                            |
| Audit Committee                                          | Minutes dated December 08, 2022 No. 518                                                                        |
| Nominations and Remuneration Committee                   | Minutes dated August 04, 2014 No. 172                                                                          |
| Strategy Committee                                       | Minutes dated October 31, 2019 No. 395                                                                         |
| Committee for Technological Connection to Electric Grids | Minutes dated April 10, 2020 No. 417                                                                           |

The texts of the Committee Regulations are available on the website of Rosseti Northern Caucasus, PJSC in the section "Shareholders and Investors / Charter and By-Laws / Corporate Governance Procedure Documents" at:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/dokumenty\\_protседur\\_upravleniya/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/dokumenty_protседur_upravleniya/).

#### Audit Committee

To facilitate the effective performance by the Company's Board of Directors of its functions related to the preliminary review of matters associated with oversight of the Company's financial and business activities, the Audit Committee of the Board of Directors was established.

Key Responsibilities of the Committee:

- review of the Company's accounting (financial) statements and oversight of the preparation process thereof;
- oversight of the reliability and effectiveness of the internal control system, risk management system and corporate governance practices;
- oversight of the external audit process and auditor selection;
- ensuring the independence and objectivity of the internal audit function;
- oversight of the effectiveness of the system aimed at preventing fraudulent or improper actions by the Company's employees and third parties.

The Committee shall consist of at least three members. The personal composition of the Committee is elected by the Company's Board of Directors from among candidates nominated by members of the Board of Directors. When nominating candidates for membership on the Audit Committee, preference is recommended to be given to candidates who:

- hold a higher education degree in finance, law, economics or management;
- have experience in internal audit, internal control and risk management, accounting (financial) reporting, and financial management (candidates should understand the principles of preparation of accounting (financial) statements and be capable of reading, comparing and analyzing financial reports);
- possess basic knowledge in internal audit and control;
- possess knowledge of the Company's business (industry specifics, characteristics of products and services, market position, competitive advantages, etc.) and understand general business practices.

In addition, Committee members must have a reputation that leaves no doubt as to their ability to perform their duties conscientiously and act in the best interests of the Company.

#### **Composition of the Audit Committee in 2025**

| <b>Elected by Resolution of the Company's Board of Directors dated July 15, 2024<br/>(Minutes No. 562 dated July 16, 2024)</b>                                                                                                                                                                                                                                                                                                                                                                                                           | <b>Elected by Resolution of the Company's Board of Directors dated July 28, 2025<br/>(Minutes No. 586 dated July 30, 2025)</b>                                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Anton Sergeyevich Ulyanov, Director for Internal Audit – Head of the Internal Audit Department of Rosseti, PJSC (Chairman)</li> <li>• Yuri Vladimirovich Goncharov, Chief Adviser of Rosseti, PJSC (member of the Company's Board of Directors)</li> <li>• Nikolay Ivanovich Sasin, Chairman of the Council of the Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium Entrepreneurship "OPORA RUSSIA" (member of the Company's Board of Directors)</li> </ul> | <ul style="list-style-type: none"> <li>• Anton Sergeyevich Ulyanov, Director for Internal Audit – Head of the Internal Audit Department of Rosseti, PJSC (Chairman)</li> <li>• Yuri Vladimirovich Goncharov, member of the Company's Board of Directors, Chief Adviser of Rosseti, PJSC</li> <li>• Nikolay Ivanovich Sasin, member of the Company's Board of Directors, Chairman of the Council of the Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium Entrepreneurship "OPORA RUSSIA"</li> </ul> |

*Note:* Positions are stated as of the date of approval of the Committee composition.

#### **Report on the Committee's Activities in 2025**

A total of 10 meetings and absentee voting sessions were held (in 2024 – 14; in 2023 – 17), including 5 in-person meetings in (2024 – 5; in 2023 – 3). In 2025, the Committee reviewed 38 matters, including the following:

Selected Resolutions Adopted and Recommendations Issued

**The Committee reviewed the Written Information (Audit Report) on key accounting and reporting issues of Rosseti Northern Caucasus, PJSC submitted by the audit organization, as well as information provided by the management of Rosseti Northern Caucasus, PJSC regarding adjustments made following the external audit.**

- The Committee took note of the Written Information (Audit Report) submitted by the external auditor on key issues related to the Company's interim accounting (financial) statements for the nine months of 2024 prepared in accordance with Russian Accounting Standards (RAS), as well as information from the Company's management confirming the absence of adjustments to the accounting statements following the external audit (Minutes No. 194 dated February 20, 2025);

- The Committee took note of the Written Information submitted by the audit organization on key issues related to the Company's accounting (financial) statements prepared in accordance with RAS for 2024, as well as the consolidated financial statements of Rosseti Northern Caucasus, PJSC for 2024 prepared in accordance with IFRS, and information from the Company's management confirming the absence of adjustments following the external audit (Minutes No. 198 dated April 28, 2025);

- The Committee took note of the Written Information (Audit Report) submitted by the audit organization regarding key issues related to the interim accounting (financial) statements of Rosseti Northern Caucasus, PJSC for the nine months of 2025 prepared in accordance with RAS, as well as information from the Company's management on adjustments made following the external audit (Minutes No. 203 dated December 24, 2025).

**The Committee reviewed information provided by the management of Rosseti Northern Caucasus, PJSC regarding implementation of corrective action plans aimed at remedying deficiencies identified by the Audit Commission of the Company, the Company's internal audit function, and external supervisory authorities, as well as measures taken in response to reports of potential employee misconduct and the results of investigations conducted following 2024.**

- The Committee took note of information provided by the management of Rosseti Northern Caucasus, PJSC on the implementation of corrective action plans to address deficiencies identified by the Company's Audit Commission, internal audit function, and external supervisory authorities, as well as measures taken in response to reports of potential employee misconduct and the results of investigations conducted following 2024 (Minutes No. 195 dated March 31, 2025).

**The Audit Committee preliminarily reviewed the candidacy of the audit organization of Rosseti Northern Caucasus, PJSC for conducting the audit of the accounting (financial) statements of the Company for 2025 and also determined the amount of remuneration payable for the audit services related to the 2025 accounting (financial) and consolidated financial statements.**

- The Committee recommended that the Company's Board of Directors:
  - propose to the General Shareholders Meeting of the Company the appointment as the audit organization of Rosseti Northern Caucasus, PJSC of an association of auditors (collective participant) comprising TsATR – Audit Services, LLC (lead collective participant) (TIN 7709383532, TRRC 770501001, address: 75 Sadovnicheskaya Embankment, Moscow 115035, Russia) and Intercom-Audit, LLC (TIN 7729744770, TRRC 771401001, address: 2, Third Yamskogo Polya Street, Building 13, Floor 7, Premises XV, Room 6, Moscow 125124, Russia) (member of the collective participant);

– determine the remuneration payable to the audit organization of Rosseti Northern Caucasus, PJSC, namely the association of auditors (collective participant) comprising TsATR – Audit Services, LLC (lead collective participant) and Intercom-Audit, LLC (member of the collective participant), for the provision of services related to the audit of the accounting (financial) statements for 2025 prepared in accordance with RAS, and the audit of the consolidated financial statements prepared in accordance with IFRS for the year ending December 31, 2025, in the amount of RUB 4,994,236.97 (Four million nine hundred ninety-four thousand two hundred thirty-six rubles and 97 kopecks), including VAT at 20%, subject to the appointment by the General Shareholders Meeting of Rosseti Northern Caucasus, PJSC of the association of audit organizations (collective participant) comprising TsATR – Audit Services, LLC (lead collective participant) and Intercom-Audit, LLC (member of the collective participant) as the audit organization of the Company (Minutes No. 197 dated April 25, 2025).

**The Committee also reviewed the issue concerning the assessment of the quality of the audit engagement, the auditor's opinion and the effectiveness of the external audit process of the accounting (financial) statements of Rosseti Northern Caucasus, PJSC for 2024.**

- The Committee approved the Opinion on the Assessment of the Quality of the Audit Engagement, the Auditor's Opinions and the Effectiveness of the External Audit Process of the Company's accounting (financial) statements for 2024;

- The Committee recommended that the Sole Executive Body of Rosseti Northern Caucasus, PJSC include the Opinion in the list of information (materials) provided to persons entitled to vote on matters submitted to the General Shareholders Meeting of the Company in preparation for the annual meeting of the General Shareholders Meeting (Minutes No. 197 dated April 25, 2025).

**The Committee also reviewed matters related to the implementation of the Company's Anti-Corruption Policy.**

- The Audit Committee recommended that the Board of Directors of Rosseti Northern Caucasus, PJSC take into consideration the report on the review of the results of anti-corruption monitoring at Rosseti Northern Caucasus, PJSC for 2024 (Minutes No. 194 dated February 20, 2025);

- The Audit Committee took into consideration the report on the review of management information regarding the implementation of the Anti-Corruption Policy of Rosseti Northern Caucasus, PJSC and the results of anti-corruption monitoring for the first half of 2025 (Minutes No. 200 dated September 19, 2025).

**Reports of the Company's Internal Audit Directorate were periodically reviewed.**

- The Committee approved the report of the Company's Internal Audit Directorate on the implementation of the work plan and the results of internal audit activities, including the results of the self-assessment of the quality of internal audit activities for 2024, the implementation of the action plan for the development and improvement of the Company's internal audit function, as well as the action plan for the professional development of internal auditors within the Company (Minutes No. 195 dated March 31, 2025);

- The Committee took into consideration the reports of the Company's Internal Audit Directorate on the implementation of the work plan and the results of internal audit activities for the first three months of 2025, the first six months of 2025, and the first nine months of 2025 (Minutes No. 199 dated June 11, 2025, No. 201 dated October 13, 2025, and No. 203 dated December 24, 2025);

- The Committee recommended that the Company's Board of Directors:

- approve the report of the Company's Internal Audit Directorate on the implementation of the work plan and the results of internal audit activities, including the results of the self-assessment of the quality of internal audit activities for 2024, the implementation of the action plan for the development and improvement of the Company's internal audit function, as well as the action plan

for the professional development of internal auditors within the Company (Minutes No. 195 dated March 31, 2025);

- take into consideration Audit Report No. 06-2025-SK dated July 30, 2025, “Assessment of Corporate Governance at Rosseti Northern Caucasus, PJSC for the 2024–2025 corporate year” (Minutes No. 201 dated October 13, 2025).

**Information regarding the Company’s non-standard transactions and events, as well as the creation of provisions for doubtful debts and estimated liabilities, was also discussed.**

- The Committee took into consideration the information provided by the management of Rosseti Northern Caucasus, PJSC regarding non-standard transactions and events, as well as the creation of provisions for doubtful debts and estimated liabilities based on the results of 2024 (Minutes No. 198 dated April 28, 2025).

**The Committee periodically reviewed the Company’s accounting (financial) statements prepared in accordance with RAS, as well as the consolidated financial statements prepared in accordance with IFRS.**

- The Committee recommended that the Company’s Board of Directors:
  - preliminarily approve the annual accounting (financial) statements of Rosseti Northern Caucasus, PJSC for 2024;
  - recommend that the General Shareholders Meeting of Rosseti Northern Caucasus, PJSC approve the annual accounting (financial) statements of the Company for 2024 (Minutes No. 198 dated April 28, 2025);
- The Committee took into consideration:
  - the IFRS financial statements of Rosseti Northern Caucasus, PJSC for 2024 (Minutes No. 196 dated April 18, 2025);
  - the Company’s accounting (financial) statements prepared in accordance with RAS for the first three months of 2025, the first six months of 2025, and the first nine months of 2025 (Minutes No. 199 dated June 11, 2025, No. 201 dated October 13, 2025, and No. 203 dated December 24, 2025).

**The Committee also reviewed the reports of the Audit Committee of the Company’s Board of Directors on its activities and on the implementation of the Audit Committee’s instructions during the 2024–2025 corporate year.**

- The Committee took into consideration the report on the implementation of the instructions issued by the Audit Committee of the Company’s Board of Directors for the 2024–2025 corporate year (Minutes No. 199 dated June 11, 2025);
- The Committee recommended that the Company’s Board of Directors take into consideration the report of the Audit Committee of the Company’s Board of Directors on its activities during the 2024–2025 corporate year (Minutes No. 199 dated June 11, 2025).

**The Committee also reviewed reports of the Company’s Internal Audit Directorate regarding the organization of the risk management and internal control system.**

- The Committee recommended that the Company’s Board of Directors:
  - take into consideration the report of the Company’s internal audit function on the assessment of the reliability and effectiveness of the Company’s risk management and internal control system for 2024, as well as the opinion of the Company’s internal auditor based on the assessment of the reliability and effectiveness of the risk management and internal control system and the effectiveness of corporate governance at Rosseti Northern Caucasus, PJSC;
  - recommend that the Sole Executive Body of the Company include the opinion of the Company’s internal auditor based on the assessment of the reliability and effectiveness of the risk management and internal control system and the effectiveness of corporate governance at Rosseti

Northern Caucasus, PJSC in the list of materials provided to persons entitled to participate in the annual General Shareholders Meeting of the Company (Minutes No. 196 dated April 18, 2025);

– take into consideration the report on the organization, functioning and effectiveness of the risk management and internal control system of Rosseti Northern Caucasus, PJSC for 2024 (Minutes No. 198 dated April 28, 2025).

**The Committee reviewed information provided by the Company's management regarding the implementation of corrective action plans aimed at eliminating deficiencies identified by the Company's Auditing Commission, internal audit function, and external supervisory and control authorities, as well as information on measures taken in response to reports of potential employee misconduct and the results of related investigations.**

• The Committee took into consideration the information provided by the Company's management on the implementation of corrective action plans aimed at remedying deficiencies identified by the Company's Auditing Commission, internal audit function, and external supervisory and control authorities, as well as on the implementation of measures taken in response to reports of potential employee misconduct and the results of investigations conducted for the first six months of 2025 (Minutes No. 201 dated October 13, 2025).

**The Committee reviewed information regarding the interaction between the Audit Committee of the Company's Board of Directors, the internal audit function, and the Company's external auditor.**

• The Committee took into consideration the information provided by the external auditor regarding the audit plan for the Company's 2025 financial statements, as well as the information provided by the internal auditor concerning the organization of internal audit activities within the Company and interaction with the Audit Committee of the Company's Board of Directors (Minutes No. 201 dated October 13, 2025).

**The Committee reviewed matters related to the organization of the activities of the Company's Internal Audit Directorate.**

• The Committee recommended that the Company's Board of Directors:

- take into consideration the results of the external independent assessment of the Company's internal audit function, which was found to be partially compliant with the International Professional Practices Framework (IPPF) and the Code of Ethics of the Institute of Internal Auditors;
- approve the action plan for the development and improvement of internal audit activities at Rosseti Northern Caucasus, PJSC for the period 2025–2029;
- take into consideration the information provided by the Company's Internal Audit Directorate regarding the assessment of the progress made in identifying and disposing of non-core assets of Rosseti Northern Caucasus, PJSC in 2024 (Minutes No. 196 dated April 18, 2025);
- approve the Company's Internal Audit Policy and the Program for Quality Assurance and Improvement of Internal Audit Activities;
- approve the Regulations on the Internal Audit Directorate of Rosseti Northern Caucasus, PJSC (Minutes No. 202 dated December 23, 2025);
- approve the activity plan and budget of the Company's Internal Audit Directorate for 2026;
- determine the target values of the functional key performance indicators (KPIs) for the head and employees of the Company's Internal Audit Directorate for 2026 (Minutes No. 203 dated December 24, 2025).

**The Committee also reviewed matters related to the organization of the activities of the Audit Committee of the Company's Board of Directors and its interaction with the internal audit function and the Company's external auditor.**

- The Committee approved the Work Plan of the Audit Committee of the Company's Board of Directors for the 2025–2026 corporate year;
- The Committee resolved to engage an expert to participate in the activities of the Audit Committee of the Company's Board of Directors;
- The Committee recommended that the Company's Board of Directors approve the budget of the Audit Committee of the Company's Board of Directors for the 2025–2026 corporate year (Minutes No. 200 dated September 19, 2025).

**The Committee reviewed matters related to the Internal Control and Risk Management Department.**

- The Committee approved the content of the section of the Company's Annual Report concerning the Company's risk management and internal control system for 2024;
- The Committee recommended that, following the review by the Company's Board of Directors of the internal audit assessment of the effectiveness of the risk management and internal control system of Rosseti Northern Caucasus, PJSC, the Sole Executive Body of the Company ensure that the section of the Annual Report relating to the risk management and internal control system is updated with the details of the relevant resolution of the Company's Board of Directors (Minutes No. 197 dated April 25, 2025).

**Participation of Audit Committee Members in Committee Meetings in 2025\***

| Full Name of Committee Member                                       | Resolution of the Company's Board of Directors on Election of the Committee Composition | Corporate Year During Which the Individual Served on the Committee | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2025</b> |                                                                                         |                                                                    | <b>10</b>                                       |
| including in-person meetings                                        |                                                                                         |                                                                    | 5                                               |
| <b>Yuri Vladimirovich Goncharov</b>                                 | July 15, 2024 (Minutes No. 562 dated July 16, 2024);                                    | 2024–2025<br>2025–2026                                             | <b>10/10</b>                                    |
| including in-person meetings                                        | July 28, 2025 (Minutes No. 586 dated July 30, 2025)                                     |                                                                    | 5/5                                             |
| <b>Anton Sergeevich Ulyanov</b>                                     | July 15, 2024 (Minutes No. 562 dated July 16, 2024);                                    | 2024–2025<br>2025–2026                                             | <b>10/10</b>                                    |
| including in-person meetings                                        | July 28, 2025 (Minutes No. 586 dated July 30, 2025)                                     |                                                                    | 5/5                                             |
| <b>Nikolay Ivanovich Sasin</b>                                      | July 15, 2024 (Minutes No. 562 dated July 16, 2024);                                    | 2024–2025<br>2025–2026                                             | <b>10/10</b>                                    |
| including in-person meetings                                        | July 28, 2025 (Minutes No. 586 dated July 30, 2025)                                     |                                                                    | 3/5                                             |

\* Meetings shall mean meetings attended by the individual in person. A/B: A – number of meetings and absentee voting sessions attended by the individual; B – total number of meetings and absentee voting sessions held during the period in which the individual served on the Committee.

**Nominations and Remuneration Committee**

Key Responsibilities of the Committee:

- developing recommendations regarding the remuneration amounts payable to members of the Company's Board of Directors;
- developing principles and criteria for determining the remuneration payable to members of the Company's Board of Directors, members of the collective executive body, and the person performing the functions of the sole executive body of the Company, including a management organization or managing director;

- developing proposals regarding the material terms and conditions of contracts with members of the Company's Board of Directors, members of the collective executive body, and the person performing the functions of the sole executive body of the Company;
- determining selection criteria for candidates to the Company's Board of Directors, the collective executive body, and the position of the sole executive body of the Company, as well as conducting a preliminary assessment of such candidates;
- conducting regular evaluations of the performance of the person performing the functions of the sole executive body (management organization or managing director) and members of the Company's collective executive body, as well as preparing proposals for the Company's Board of Directors regarding the possibility of their reappointment.

The number of Committee members is determined by resolution of the Company's Board of Directors and must consist of at least three persons. The personal composition of the Committee is elected by the Company's Board of Directors from among candidates nominated by members of the Board of Directors. When electing Committee members, consideration must be given to their education, professional qualifications, work experience relevant to the Committee's scope of activities, and other specialized knowledge necessary for the proper performance of their duties as Committee members.

#### **Composition of the Nominations and Remuneration Committee in 2025**

| <b>Elected by Resolution of the Company's Board of Directors dated July 1, 2024<br/>(Minutes No. 561 dated July 2, 2024)</b>                                                                                                                                                                                                                                                                                            | <b>Elected by Resolution of the Company's Board of Directors dated July 28, 2025<br/>(Minutes No. 586 dated July 30, 2025)</b>                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Daria Viktorovna Borisova, HR and Organizational Development Director at Rosseti, PJSC (Chairperson)</li> <li>• Andrey Vladimirovich Kazachkov, Head of the Corporate Security Department of Rosseti, PJSC</li> <li>• Konstantin Sergeevich Suvorovsky, Head of the Department of Remuneration, Organizational Design and Personnel Administration of Rosseti, PJSC</li> </ul> | <ul style="list-style-type: none"> <li>• Daria Viktorovna Borisova, HR and Organizational Development Director at Rosseti, PJSC (Chairperson)</li> <li>• Andrey Vladimirovich Kazachkov, Security Director of Rosseti, PJSC</li> <li>• Konstantin Sergeevich Suvorovsky, Head of the Department of Remuneration, Organizational Design and Personnel Administration of Rosseti, PJSC</li> </ul> |

*Note. Positions are stated as of the date of approval of the Committee composition.*

#### **Report on the Committee's Activities in 2025**

The Committee held 11 absentee voting sessions (6 in 2024 and 11 in 2023). During the absentee voting sessions held in 2025, the Committee reviewed 15 matters, including the following:

#### **Separate Resolutions Adopted and Recommendations Issued.**

- It was recommended that the General Director of the Company:
  - in connection with the expiration of the terms of office of executives of Rosseti Northern Caucasus, PJSC, and taking into account the performance results of Rosseti Northern Caucasus, PJSC during their tenure, extend employment agreements for a new term with:

— Viktor Mikhailovich Abaimov, First Deputy General Director – Chief Engineer of Rosseti Northern Caucasus, PJSC, until March 17, 2027 inclusive;

— Sergey Vladimirovich Smagin, Deputy General Director – Chief of Staff of Rosseti Northern Caucasus, PJSC, until March 17, 2027 inclusive;

— Sergey Anatolyevich Polyakov, Deputy General Director for Interaction with Government Authorities and Civil Society Institutions of Rosseti Northern Caucasus, PJSC, until March 17, 2027 inclusive;

— Aslan Isufovich Dokshukin, Deputy General Director for Interaction with Electricity Market Participants of Rosseti Northern Caucasus, PJSC, until March 17, 2027 inclusive;

— Suliman Khamidovich Masaev, Deputy General Director – Head of the Electric Grid Complex for the Chechen Republic of Rosseti Northern Caucasus, PJSC, until March 17, 2027 inclusive (Minutes No. 121 dated March 17, 2025);

— Ivan Nikolayevich Khrykin, Deputy General Director for Economics and Finance, for a new term until March 17, 2027 inclusive (Minutes No. 125 dated May 15, 2025);

- The organizational structures of the management offices of the following branches were approved: Rosseti Northern Caucasus, PJSC – Stavropolenergo; Rosseti Northern Caucasus, PJSC – Karachayevo-Cherkesskeno; Rosseti Northern Caucasus, PJSC – Kabbalkenergo; Rosseti Northern Caucasus, PJSC – Sevkavkazenergo; and Rosseti Northern Caucasus, PJSC – Ingushenergo (Minutes No. 129 dated October 23, 2025).

- The Committee recommended that the Company's Board of Directors:

- adopt the following resolutions:

- elect Roman Alekseevich Levchenko as General Director of Rosseti Northern Caucasus, PJSC for a new term from February 18, 2025 through February 17, 2027 inclusive;

- approve the terms and conditions of the supplementary agreement to Employment Agreement No. 25/2022 dated February 18, 2022 concluded with Roman Alekseevich Levchenko, General Director of Rosseti Northern Caucasus, PJSC;

- authorize Aleksey Valeryevich Molsky, Chairman of the Board of Directors of Rosseti Northern Caucasus, PJSC, to exercise, on behalf of Rosseti Northern Caucasus, PJSC, the rights and obligations of the employer with respect to Roman Alekseevich Levchenko, General Director of Rosseti Northern Caucasus, PJSC, including the authority to sign, on behalf of Rosseti Northern Caucasus, PJSC, supplementary agreements to the employment agreement and agreements related to the termination of the employment agreement (Minutes No. 120 dated February 14, 2025);

- approve the candidacy of Grigory Borisovich Chebanov for the position of Deputy General Director for Security of Rosseti Northern Caucasus, PJSC (Minutes No. 122 dated March 27, 2025);

- terminate early the powers of Ivan Sergeyevich Komissarov as Deputy General Director for Investment Activities of the Company;

- determine the composition of the Management Board of Rosseti Northern Caucasus, PJSC as consisting of five (5) members (Minutes No. 123 dated April 23, 2025);

- approve the report on the activities of the Company's Corporate Secretary (Minutes No. 124 dated May 12, 2025);

- approve the Company's key performance indicators (KPIs) and disincentive indicators, as well as their target and threshold values for 2025, 2026, and 2027;

- approve the Company's functional key performance indicators and their target values for 2025, 2026, and 2027;

- approve the Procedure for Calculation of Key Performance Indicators and Functional Key Performance Indicators of the Company's Executive Management;

- approve the interim target values of the Company's key performance indicators and functional key performance indicators, as well as the interim threshold values of the disincentive indicators for 2025;

- approve the minimum and maximum values of the Company's key performance indicators and functional key performance indicators for 2025, which shall be taken into account

when considering remuneration payments to the Company's executive management;

— instruct the Company's management to ensure monitoring of the achievement of the annual target values of the key performance indicators and functional key performance indicators, as well as the threshold values of the disincentive indicators, taking into account the provisions and deadlines approved by the Procedure for Calculation of Key Performance Indicators and Functional Key Performance Indicators of the Company's Executive Management;

— declare invalid, as of January 1, 2025, the Procedure for Calculation of Key Performance Indicators and Functional Key Performance Indicators of the Company's Executive Management approved by resolution of the Company's Board of Directors dated December 28, 2023 (Minutes No. 546 dated December 29, 2023), as amended by resolution of the Company's Board of Directors dated November 29, 2024 (Minutes No. 569 dated December 2, 2024) (Minutes No. 128 dated September 26, 2025);

— determine the composition of the Company's Management Board as consisting of six (6) members;

— terminate early the powers of Igor Vladimirovich Shmakov as a member of the Company's Management Board;

— elect Ivan Nikolayevich Khrykin, Deputy General Director for Economics and Finance of the Company, and Sergey Vladimirovich Pashin, Deputy General Director for Sales and Service Development of the Company, to the Company's Management Board (Minutes No. 130 dated December 9, 2025).

- The following was taken into consideration:

— information on the status of the management personnel reserve for 2024 and for 2025 (Minutes No. 126 dated June 16, 2025).

**Resolutions were adopted with respect to the organization of the Committee's activities.**

- **The Work Plan of the Nominations and Remuneration Committee of the Company's Board of Directors for the 2025–2026 corporate year was approved;**

- It was recommended that the Company's Board of Directors approve the budget of the Nominations and Remuneration Committee of the Company's Board of Directors for the second half of 2025 and the first half of 2026 (Minutes No. 127 dated September 18, 2025).

**Participation of Members of the Nominations and Remuneration Committee  
in Committee Meetings in 2025\***

| Full Name of Committee Member                                       | Resolution of the Company's Board of Directors on Election of the Committee Composition | Corporate Year During Which the Individual Served on the Committee | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2025</b> |                                                                                         |                                                                    | <b>11</b>                                       |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0</b>                                        |
| <b>Daria Viktorovna Borisova</b>                                    | July 1, 2024 (Minutes No. 561 dated July 2, 2024);                                      | 2024–2025<br>2025–2026                                             | <b>11/11</b>                                    |
| including in-person meetings                                        | July 28, 2025 (Minutes No. 586 dated July 30, 2025)                                     |                                                                    | <b>0/0</b>                                      |
| <b>Konstantin Sergeevich Suvorovsky</b>                             | July 1, 2024 (Minutes No. 561 dated July 2, 2024);                                      | 2024–2025<br>2025–2026                                             | <b>11/11</b>                                    |
| including in-person meetings                                        | July 28, 2025 (Minutes No. 586 dated July 30, 2025)                                     |                                                                    | <b>0/0</b>                                      |
| <b>Andrei Vladimirovich Kazachkov</b>                               | July 1, 2024 (Minutes No. 561 dated July 2, 2024);                                      | 2024–2025<br>2025–2026                                             | <b>10/11</b>                                    |

| <b>Full Name of Committee Member</b> | <b>Resolution of the Company's Board of Directors on Election of the Committee Composition</b> | <b>Corporate Year During Which the Individual Served on the Committee</b> | <b>Number of Meetings and Absentee Voting Sessions</b> |
|--------------------------------------|------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------|
| including in-person meetings         | July 28, 2025 (Minutes No. 586 dated July 30, 2025)                                            |                                                                           | <b>0/0</b>                                             |

\* Meetings shall mean meetings attended by the individual in person. A/B: A – number of meetings and absentee voting sessions attended by the individual; B – total number of meetings and absentee voting sessions held during the period in which the individual served on the Committee.

## **Reliability Committee**

### Key Responsibilities of the Committee

The Committee develops and submits recommendations (opinions) to the Company's Board of Directors in the following areas within the competence of the Board of Directors:

- examination of production programs, plans for technical re-equipment, reconstruction, new construction, and repair of electric grid facilities, including analysis of their development and implementation from the perspective of ensuring compliance with reliability requirements and the technical condition of electric grids;
- assessment of the completeness and sufficiency of measures implemented following investigations of accidents in accordance with the Rules for Investigation of Causes of Accidents in the Electric Power Industry (approved by Resolution No. 846 of the Government of the Russian Federation dated October 28, 2009), as well as monitoring of their implementation;
- examination of the quality of investigations into the causes of technological disturbances (accidents);
- examination of the Company's activities regarding emergency response operations (ensuring preparedness, organization and execution of emergency recovery operations at electric grid facilities);
- examination of programs for prevention and reduction of occupational injury risks to the Company's personnel and third parties at the Company's electrical installations, as well as monitoring of their implementation;
- monitoring and assessment of the activities of the Company's technical services in terms of ensuring the reliability of electric grid operations and industrial safety;
- examination of the internal technical control system within the Company;
- examination of the occupational health and safety management system within the Company;
- examination of the environmental policy implementation program;
- examination of the fire and industrial safety system.

The number of Committee members shall be determined by resolution of the Company's Board of Directors and shall not exceed seven persons. The personal composition of the Committee is elected by the Company's Board of Directors from among candidates nominated by members of the Board of Directors.

### Composition of the Reliability Committee in 2025

|                                                                                                                                |                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| <b>Elected by Resolution of the Company's Board of Directors dated July 15, 2024<br/>(Minutes No. 562 dated July 16, 2024)</b> | <b>Elected by Resolution of the Company's Board of Directors dated August 11, 2025<br/>(Minutes No. 587 dated August 12, 2025)</b> |
|--------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Leonid Vladimirovich Buzaev, Head of the Operational and Technological Management Department at Rosseti, PJSC (Chairperson)</li> <li>• Aleksandr Viktorovich Pilyugin, Deputy General Director of the Branch of Rosseti, PJSC – CTN</li> <li>• Viktor Mikhailovich Abaimov, First Deputy General Director – Chief Engineer of Rosseti Northern Caucasus, PJSC</li> <li>• Anna Vladimirovna Mudretsova, Head of the Production Program Formation Division of the Production Activities Department at Rosseti, PJSC</li> </ul> | <ul style="list-style-type: none"> <li>• Palina Nikolayevna Kanyuka, Deputy Chief Engineer of Rosseti, PJSC (Chairperson)</li> <li>• Leonid Vladimirovich Buzaev, Head of the Operational and Technological Management Department at Rosseti, PJSC</li> <li>• Aleksandr Viktorovich Pilyugin, Deputy General Director for Production Control of the Branch of Rosseti, PJSC – CTN</li> <li>• Viktor Mikhailovich Abaimov, First Deputy General Director – Chief Engineer of Rosseti Northern Caucasus, PJSC</li> </ul> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

*Note:* Positions are indicated as of the date of approval of the Committee composition.

#### Report on the Committee's Activities in 2025

A total of 5 absentee voting procedures were conducted (6 in 2024 and 9 in 2023). During the absentee voting procedures of the Committee in 2025, 14 issues were considered, including the following:

#### Separate Resolutions Adopted and Recommendations Issued.

##### **The Committee recommended that the Company's Board of Directors:**

- take into consideration the report of the Company's General Director on the reliability status (including reliability and indicative performance indicators) for 2024 (Minutes No. 99 dated August 15, 2025);
- approve:
  - the report on the results of implementation in 2024 of the approved updated Development Plan for the Production Asset Management System of Rosseti Northern Caucasus, PJSC for 2024–2026 (Minutes No. 97 dated February 20, 2025);
  - the report on the results of implementation in 2024 of the Program for Renovation of Electric Grid Facilities of Rosseti Northern Caucasus, PJSC (Minutes No. 98 dated May 12, 2025);
  - the updated Development Plan for the Production Asset Management System and the Resource Plan of Rosseti Northern Caucasus, PJSC for 2024–2026 (Minutes No. 99 dated August 15, 2025 and Minutes No. 101 dated December 4, 2025).

##### **The following reports on the Company's operating results were taken into consideration:**

- reports on the progress of implementation of reliability improvement programs for the electric grids of the Company's branches for the fourth quarter of 2024 and the first quarter of 2025, for the second quarter of 2025, and for the third quarter of 2025 (Minutes No. 99 dated August 15, 2025, No. 100 dated September 18, 2025, and No. 101 dated December 4, 2025);
- report on the Company's performance during the flood period of 2025;
- report on the Company's performance during the thunderstorm period of 2025;

- report on the Company's performance during the fire hazard period of 2025;
- report on the progress of the Company's preparations for operations during the autumn-winter period of 2025–2026, including preparedness for the organization and execution of emergency recovery operations during the 2025–2026 autumn-winter period (Minutes No. 101 dated December 4, 2025).

**Resolutions were adopted with respect to the organization of the Committee's activities.**

- The Work Plan of the Reliability Committee of the Company's Board of Directors for the 2025–2026 corporate year was approved;
- It was recommended that the Company's Board of Directors approve the budget of the Reliability Committee of the Company's Board of Directors for the second half of 2025 and the first half of 2026 (Minutes No. 100 dated September 18, 2025).

**Participation of Members of the Reliability Committee in Committee Meetings in 2025\***

| Full Name of Committee Member                                       | Resolution of the Company's Board of Directors on Election of the Committee Composition | Corporate Year During Which the Individual Served on the Committee | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2025</b> |                                                                                         |                                                                    | <b>5</b>                                        |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0</b>                                        |
| <b>Viktor Mikhailovich Abaimov</b>                                  | July 15, 2024 (Minutes No. 562 dated July 16, 2024);                                    | 2024–2025<br>2025–2026                                             | <b>5/5</b>                                      |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Leonid Vladimirovich Buzaev</b>                                  | July 15, 2024 (Minutes No. 562 dated July 16, 2024);                                    | 2024–2025<br>2025–2026                                             | <b>5/5</b>                                      |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Anna Vladimirovna Mudretsova</b>                                 | July 15, 2024 (Minutes No. 562 dated July 16, 2024)                                     | 2024–2025                                                          | <b>2/5</b>                                      |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0/0</b>                                      |
| <b>Aleksandr Viktorovich Pilyugin</b>                               | July 15, 2024 (Minutes No. 562 dated July 16, 2024);                                    | 2024–2025<br>2025–2026                                             | <b>5/5</b>                                      |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Palina Nikolaevna Kanyuka</b>                                    | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 | 2025–2026                                                          | <b>3/5</b>                                      |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0/0</b>                                      |

\* Meetings shall mean meetings attended by the individual in person. A/B: A – number of meetings and absentee voting sessions attended by the individual; B – total number of meetings and absentee voting sessions held during the period in which the individual served on the Committee.

## **Strategy Committee**

### Key Responsibilities of the Committee

Development and submission of recommendations (opinions) to the Company's Board of Directors on matters within the competence of the Committee, including strategic development and priority areas of activity, innovative development, organization of business processes, business planning, dividend policy, risk management, assessment of the effectiveness of the Company and

its subsidiaries, as well as other tasks and areas determined by the Bank of Russia Corporate Governance Code.

The number of Committee members shall be determined by resolution of the Company's Board of Directors and may not be fewer than five and more than eleven persons. The personal composition of the Committee shall be elected by the Company's Board of Directors from among candidates nominated by members of the Company's Board of Directors. When electing Committee members, consideration must be given to their education, professional qualifications, work experience relevant to the Committee's scope of activities, and other specialized knowledge necessary for the proper performance of their duties as Committee members.

#### **Compositions of the Strategy Committee in 2025**

| <b>Elected by Resolution of the Company's Board of Directors dated August 9, 2024<br/>(Minutes No. 563 dated August 12, 2024)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Elected by Resolution of the Company's Board of Directors dated August 11, 2025<br/>(Minutes No. 587 dated August 12, 2025)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Nataliya Vladimirovna Paramonova, First Deputy Head of the Economics Department at Rosseti, PJSC (Chairperson, member of the Company's Board of Directors)</li> <li>• Yury Yurievich Kalabin, Head of the Strategic Development Department at Rosseti, PJSC</li> <li>• Aleksandr Yurievich Korneev, Head of the Technological Connection and Infrastructure Development Department at Rosseti, PJSC</li> <li>• Palina Nikolayevna Kanyuka, Acting Deputy Chief Engineer – Head of the Production Activities Department at Rosseti, PJSC</li> <li>• Rustem Rafaelevich Aymetov, Head of the Customer and Market Relations Department at Rosseti, PJSC</li> <li>• Sergey Aleksandrovich Usevich, Deputy General Director for Corporate Governance of Rosseti Northern Caucasus, PJSC</li> </ul> | <ul style="list-style-type: none"> <li>• Nataliya Vladimirovna Paramonova, First Deputy Head of the Economics Department at Rosseti, PJSC (Chairperson, member of the Company's Board of Directors)</li> <li>• Natalya Nikolaevna Baranyuk, Chief of Staff to the Chairman of the Board of Directors of Rosseti, PJSC (member of the Company's Board of Directors)</li> <li>• Aleksandr Yurievich Korneev, Head of the Technological Connection and Infrastructure Development Department at Rosseti, PJSC</li> <li>• Palina Nikolayevna Kanyuka, Deputy Chief Engineer at Rosseti, PJSC</li> <li>• Rustem Rafaelevich Aymetov, Head of the Customer and Market Relations Department at Rosseti, PJSC</li> <li>• Sergey Aleksandrovich Usevich, Deputy General Director for Corporate Governance of Rosseti Northern Caucasus, PJSC</li> </ul> |

*Note:* Positions are stated as of the date of approval of the Committee composition.

#### **Report on the Committee's Activities in 2025**

A total of 13 absentee voting procedures were conducted in 2025 (12 in 2024 and 14 in 2023), and one in-person meeting was also held in 2024. During the absentee voting procedures of the Committee in 2025, 21 issues were considered, including the following:

#### Selected Resolutions Adopted and Recommendations Issued

##### **Issues related to the Company's investment activities were reviewed.**

- The Committee recommended that the Company's Board of Directors:
  - take into consideration the report on the implementation of the Company's investment program, including the report on the progress of implementation of the Company's investment projects included in the list of priority facilities, for the first 9 months of 2024, for 2024, for the first quarter of 2025, and for the first half of 2025 (Minutes No. 215 dated January 24, 2025, No. 219 dated June 27, 2025, No. 222 dated August 15, 2025, and No. 225 dated October 23, 2025);
  - approve the draft investment program of Rosseti Northern Caucasus, PJSC for the period from 2025 to 2029 (Minutes No. 218 dated May 12, 2025).

##### **Issues related to business planning and the Company's financial and economic activities were reviewed.**

- The Committee recommended that the Company's Board of Directors:
  - approve:
    - ✓ the Company's expense budgets for the first quarter of 2025 and for the second quarter of 2025 (Minutes No. 216 dated February 26, 2025 and No. 218 dated May 12, 2025);
    - ✓ the business plan of Rosseti Northern Caucasus, PJSC for 2025 and take into consideration the forecast indicators for 2026–2029 (Minutes No. 220 dated July 21, 2025);
    - ✓ the Company's consolidated IFRS-based business plan for 2025 and forecast indicators for 2026–2029 (Minutes No. 223 dated September 19, 2025);
  - take into consideration the following reports:
    - ✓ on the implementation of the Company's consolidated IFRS-based business plan for the first half of 2024, for 2024, and for the first half of 2025 (Minutes No. 214 dated January 14, 2025, No. 221 dated August 1, 2025, and No. 226 dated December 1, 2025);
    - ✓ on the implementation of the Company's business plan for the first 9 months of 2024, for 2024, and for the first half of 2025 (Minutes No. 215 dated January 24, 2025, No. 219 dated June 27, 2025, and No. 226 dated December 1, 2025);
    - ✓ on the implementation of the expense budget of Rosseti Northern Caucasus, PJSC for the first quarter of 2025, including the report on financial and economic activities for the first quarter of 2025 (Minutes No. 222 dated August 15, 2025).

##### **Issues related to the organization and functioning of the Company's internal control system and risk management system were reviewed.**

- The Committee recommended that the Company's Board of Directors:
  - take into consideration the report on the organization, functioning and effectiveness of the Company's risk management and internal control system for 2024 (Minutes No. 217 dated April 23, 2025);
  - approve the Company's preferred risk level (risk appetite) (Minutes No. 224 dated September 26, 2025).

##### **An issue related to the organization of the Company's activities aimed at implementing the Development Strategy of Public Joint-Stock Company Federal Grid Company – Rosseti was reviewed.**

- It was recommended that the Company's Board of Directors approve the action plan for implementation by the Company of measures aimed at execution of the Development

Strategy of Public Joint-Stock Company Federal Grid Company – Rosseti and its subsidiaries and affiliates for the period until 2030 (Minutes No. 226 dated December 1, 2025).

**Resolutions were adopted with respect to the organization of the Committee's activities.**

- The Work Plan of the Strategy Committee of the Company's Board of Directors for the 2025–2026 corporate year was approved (Minutes No. 224 dated September 26, 2025);
- It was recommended that the Company's Board of Directors approve the budget of the Strategy Committee of the Company's Board of Directors for the second half of 2025 and the first half of 2026 (Minutes No. 223 dated September 19, 2025).

**Participation of Members of the Strategy Committee in Committee Meetings in 2025\***

| Full Name of Committee Member                                       | Resolution of the Company's Board of Directors on Election of the Committee Composition | Corporate Year During Which the Individual Served on the Committee | Number of Meetings and Absentee Voting Sessions |
|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2025</b> |                                                                                         |                                                                    | <b>13</b>                                       |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0</b>                                        |
| <b>Rustem Rafaelevich Aymetov</b>                                   | August 9, 2024 (Minutes No. 563 dated August 12, 2024);                                 | 2024–2025<br>2025–2026                                             | <b>13/13</b>                                    |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Natalya Nikolaevna Baranyuk</b>                                  | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 | 2025–2026                                                          | <b>5/13</b>                                     |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0/0</b>                                      |
| <b>Yuri Yurievich Kalabin</b>                                       | August 9, 2024 (Minutes No. 563 dated August 12, 2024)                                  | 2024–2025                                                          | <b>3/13</b>                                     |
| including in-person meetings                                        |                                                                                         |                                                                    | <b>0/0</b>                                      |
| <b>Palina Nikolaevna Kanyuka</b>                                    | August 9, 2024 (Minutes No. 563 dated August 12, 2024);                                 | 2024–2025<br>2025–2026                                             | <b>13/13</b>                                    |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Aleksandr Yurievich Korneev</b>                                  | August 9, 2024 (Minutes No. 563 dated August 12, 2024);                                 | 2024–2025<br>2025–2026                                             | <b>13/13</b>                                    |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Nataliya Vladimirovna Paramonova</b>                             | August 9, 2024 (Minutes No. 563 dated August 12, 2024);                                 | 2024–2025<br>2025–2026                                             | <b>13/13</b>                                    |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |
| <b>Sergey Aleksandrovich Usevich</b>                                | August 9, 2024 (Minutes No. 563 dated August 12, 2024);                                 | 2024–2025<br>2025–2026                                             | <b>13/13</b>                                    |
| including in-person meetings                                        | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                 |                                                                    | <b>0/0</b>                                      |

\* Meetings shall mean meetings attended by the individual in person. A/B: A – number of meetings and absentee voting sessions attended by the individual; B – total number of meetings and absentee voting sessions held during the period in which the individual served on the Committee.

**Committee for Technological Connection to Electric Grids**

Key Responsibilities of the Committee

Development and submission of recommendations (opinions) to the Company's Board of Directors in the following areas of activity:

- developing proposals for improving the legislative framework governing antimonopoly regulation and ensuring non-discriminatory access to services for technological connection of consumers to electric grids;
- developing proposals for improving the Company's internal regulations and standards to ensure non-discriminatory access to services for technological connection of consumers to electric grids;
- developing principles and criteria for assessing the effectiveness of the Company's activities related to technological connection of consumers to electric grids;
- assessing the effectiveness of the Company's activities related to technological connection of consumers to electric grids;
- assessing the effectiveness of the Company's activities aimed at improving the quality of electric grid development planning;
- analyzing the current situation within the Company and preparing proposals for the Company's Board of Directors regarding technological connection of consumers to electric grids and prospective grid development;
- developing proposals for improving the Company's internal regulations and standards concerning the provision of additional (non-tariff) services by the Company;
- developing proposals for optimization and improvement of service efficiency, expansion of the list of non-tariff services and additional consumer services in other areas of activity, taking into account the "Digital Transformation – 2030" Concept;
- developing principles and criteria for assessing the effectiveness of the Company's activities related to development and provision of additional services;
- assessing the effectiveness of the Company's activities related to development and provision of additional services;
- analyzing the current situation within the Company and preparing proposals for the Company's Board of Directors regarding the development and provision of additional (non-tariff) services and additional digital services for consumers.

The number of Committee members shall be determined by resolution of the Company's Board of Directors and may not exceed five persons. The personal composition of the Committee shall be elected by the Company's Board of Directors from among candidates nominated by members of the Company's Board of Directors. When electing Committee members, consideration must be given to their education, professional qualifications, work experience relevant to the Committee's scope of activities, and other specialized knowledge necessary for the proper performance of their duties as Committee members.

#### **Composition of the Committee for Technological Connection to Electric Grids in 2025**

| <b>Elected by Resolution of the Company's<br/>Board of Directors dated August 9, 2024<br/>(Minutes No. 563 dated August 12, 2024)</b>                                        | <b>Elected by Resolution of the Company's<br/>Board of Directors dated August 11, 2025<br/>(Minutes No. 587 dated August 12, 2025)</b>                                       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| • Dmitry Nikolayevich Skripalshchikov,<br>Head of the Electric Grid Infrastructure<br>Prospective Development Division of the<br>Technological Connection and Infrastructure | • Dmitry Nikolayevich Skripalshchikov,<br>Head of the Electric Grid Infrastructure<br>Prospective Development Division of the<br>Technological Connection and Infrastructure |

| <b>Elected by Resolution of the Company's Board of Directors dated August 9, 2024 (Minutes No. 563 dated August 12, 2024)</b>                                                                                                                                                                                                                                                                                                                                                                             | <b>Elected by Resolution of the Company's Board of Directors dated August 11, 2025 (Minutes No. 587 dated August 12, 2025)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Development Department at Rosseti, PJSC (Chairperson)</p> <ul style="list-style-type: none"> <li>Stanislav Mikhailovich Kuryavy, Head of the Subsidiaries and Affiliates Performance Monitoring Division at Rosseti, PJSC</li> <li>Aslan Isufovich Dokshukin, Deputy General Director for Interaction with Electricity Market Participants of Rosseti Northern Caucasus, PJSC</li> <li>Yury Nikolayevich Ashikhmin, Network Development Director of the Branch of Rosseti, PJSC – MES South</li> </ul> | <p>Development Department at Rosseti, PJSC (Chairperson)</p> <ul style="list-style-type: none"> <li>Stanislav Mikhailovich Kuryavy, Head of the Subsidiaries and Affiliates Performance Monitoring Division at Rosseti, PJSC</li> <li>Aslan Isufovich Dokshukin, Deputy General Director for Interaction with Electricity Market Participants of Rosseti Northern Caucasus, PJSC</li> <li>Marina Altegovna Gazdanova, Deputy Head of the Technological Connection and Infrastructure Development Department – Head of the Additional Services and Customer Services Development Division at Rosseti, PJSC</li> </ul> |

*Note:* Positions are stated as of the date of approval of the Committee composition.

#### Report on the Committee's Activities in 2025

A total of 8 meetings and absentee voting procedures were conducted in 2025 (6 in 2024 and 7 in 2023), including 2 in-person meetings (2 in 2024 and 1 in 2023). During the meetings and absentee voting procedures of the Committee in 2025, 10 issues were considered, including the following:

#### Selected Resolutions Adopted and Recommendations Issued

- The following reports and reporting information of the Company were reviewed:
  - report on the results of implementation in 2024 of measures aimed at improving the accessibility of energy infrastructure within the framework of the National Investment Climate Rating prepared annually by the Agency for Strategic Initiatives (ASI) under the section “Efficiency of Electricity Connection Procedures” (Minutes No. 66 dated April 24, 2025);
  - report on the preparation by Rosseti Northern Caucasus, PJSC of baseline data for consideration in the development of the Scheme and Program for the Development of the Electric Power Systems of Russia for the period 2026–2031 (Minutes No. 66 dated April 24, 2025);
  - report on the implementation of the Roadmap for the Development of Additional (Non-Tariff) Services of Rosseti Northern Caucasus, PJSC for the first 6 months of 2025 (Minutes No. 70 dated October 15, 2025);
- The Committee recommended that the Company's Board of Directors:
  - take into consideration the reports of the Company's General Director on the current situation regarding the Company's activities related to technological connection of consumers to

electric grids based on the results of 2024, the first quarter of 2025, the first 6 months of 2025, and the first 9 months of 2025 (Minutes No. 67 dated May 22, 2025, No. 68 dated June 10, 2025, No. 69 dated September 23, 2025, and No. 72 dated December 8, 2025);

– approve the Roadmap for the Development of Additional (Non-Tariff) Services of Rosseti Northern Caucasus, PJSC taking into account the “Digital Transformation 2030” concept (Minutes No. 65 dated January 23, 2025).

**Resolutions were adopted with respect to the organization of the Committee’s activities.**

- The Work Plan of the Committee for Technological Connection to Electric Grids under the Company’s Board of Directors for the 2025–2026 corporate year was approved (Minutes No. 70 dated October 15, 2025);

- It was recommended that the Company’s Board of Directors approve the budget of the Committee for Technological Connection to Electric Grids under the Company’s Board of Directors (Minutes No. 71 dated November 11, 2025).

#### **Participation of Members of the Committee for Technological Connection to Electric Grids in Committee Meetings in 2025\***

| <b>Full Name of Committee Member</b>                                | <b>Resolution of the Company’s Board of Directors on Election of the Committee Composition</b>                     | <b>Corporate Year During Which the Individual Served on the Committee</b> | <b>Number of Meetings and Absentee Voting Sessions</b> |
|---------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------|
| <b>Total Meetings and Absentee Voting Sessions Held During 2025</b> |                                                                                                                    |                                                                           | <b>8</b>                                               |
| including in-person meetings                                        |                                                                                                                    |                                                                           | <b>2</b>                                               |
| <b>Yuri Nikolaevich Ashikhmin</b>                                   | August 9, 2024 (Minutes No. 563 dated August 12, 2024)                                                             | 2024–2025                                                                 | <b>3/8</b>                                             |
| including in-person meetings                                        |                                                                                                                    |                                                                           | <b>1/2</b>                                             |
| <b>Marina Altegovna Gazdanova</b>                                   | August 11, 2025 (Minutes No. 587 dated August 12, 2025)                                                            | 2025–2026                                                                 | <b>4/8</b>                                             |
| including in-person meetings                                        |                                                                                                                    |                                                                           | <b>0/2</b>                                             |
| <b>Aslan Isufovich Dokshukin</b>                                    | August 9, 2024 (Minutes No. 563 dated August 12, 2024);<br>August 11, 2025 (Minutes No. 587 dated August 12, 2025) | 2024–2025<br>2025–2026                                                    | <b>8/8</b>                                             |
| including in-person meetings                                        |                                                                                                                    |                                                                           | <b>2/2</b>                                             |
| <b>Stanislav Mikhailovich Kuryavyi</b>                              | August 9, 2024 (Minutes No. 563 dated August 12, 2024);<br>August 11, 2025 (Minutes No. 587 dated August 12, 2025) | 2024–2025<br>2025–2026                                                    | <b>8/8</b>                                             |
| including in-person meetings                                        |                                                                                                                    |                                                                           | <b>2/2</b>                                             |
| <b>Dmitry Nikolaevich Skripalshchikov</b>                           | August 9, 2024 (Minutes No. 563 dated August 12, 2024);<br>August 11, 2025 (Minutes No. 587 dated August 12, 2025) | 2024–2025<br>2025–2026                                                    | <b>8/8</b>                                             |
| including in-person meetings                                        |                                                                                                                    |                                                                           | <b>2/2</b>                                             |

\* Meetings shall mean meetings attended by the individual in person. A/B: A – number of meetings and absentee voting sessions attended by the individual; B – total number of meetings and absentee voting sessions held during the period in which the individual served on the Committee.

#### **5.3.4. Corporate Secretary of the Company**

Rosseti Northern Caucasus, PJSC has elected a Corporate Secretary who ensures proper compliance with the procedures for preparation and conduct of meetings and absentee voting procedures for adoption of resolutions by the General Shareholders Meeting of the Company, as well as the procedures for preparation and conduct of meetings and absentee voting procedures for

adoption of resolutions by the Company's Board of Directors. The status of the Company's Corporate Secretary, the requirements applicable to the candidate for the position, the procedure for appointment and termination of powers of the Corporate Secretary, the reporting line and interaction procedures with the Company's management bodies and structural divisions, as well as other issues relating to the activities of the Company's Corporate Secretary, are defined by the Regulations on the Company's Corporate Secretary approved by resolution of the Company's Board of Directors dated August 25, 2025 (Minutes No. 588 dated August 26, 2025)<sup>1</sup>.

In accordance with the Regulations on the Corporate Secretary of Rosseti Northern Caucasus, PJSC, the key functions of the Company's Corporate Secretary include:

- participation in organizing the preparation and conduct of meetings and absentee voting procedures for adoption of resolutions by the General Shareholders Meeting of the Company;
- ensuring the effective operation of the Company's Board of Directors;
- preparation and submission to the Chairman of the Company's Board of Directors of draft notices convening meetings or absentee voting procedures in accordance with the work plan of the Company's Board of Directors and proposals received from members of the Company's Board of Directors, the Company's Auditing Commission, the Company's audit organization, and the Company's General Director;
- timely notification of members of the Company's Board of Directors regarding upcoming meetings or absentee voting procedures, as well as timely distribution to members of the Company's Board of Directors of materials relating to agenda items;
- keeping and formalizing minutes on the results of meetings or absentee voting procedures and preparing extracts from the minutes of the Company's Board of Directors;
- organizing control over the implementation of resolutions adopted by the Company's Board of Directors and the General Shareholders Meeting of the Company;
- organizing the recording of meetings of the Company's Board of Directors, including, subject to the consent of attending members of the Company's Board of Directors, recording on magnetic media;
- monitoring the implementation of resolutions adopted by the Company's Board of Directors;
- providing the Company's Board of Directors with information on the implementation of resolutions adopted by the Company's Board of Directors upon relevant request;
- participation in the implementation of the Company's information disclosure policy, as well as ensuring safekeeping of the Company's corporate documents;
- ensuring interaction between the Company and its shareholders and participating in the prevention of corporate conflicts;
- ensuring interaction between the Company and regulatory authorities, trade organizers, the registrar, and other professional participants of the securities market within the scope of authority assigned to the Company's Corporate Secretary;
- ensuring implementation of procedures established by legislation and the Company's internal documents that safeguard the rights and legitimate interests of shareholders, and monitoring compliance therewith;
- immediately informing the Company's Board of Directors of all identified violations of the legislation of the Russian Federation, as well as violations of the Company's internal documents, compliance with which falls within the functions of the Company's Corporate Secretary;

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<sup>1</sup> Until August 25, 2025, the Regulations on the Company's Corporate Secretary approved by resolution of the Company's Board of Directors dated November 18, 2016 (Minutes No. 268 dated November 21, 2016) were in effect, as amended by resolution of the Company's Board of Directors dated December 13, 2019 (Minutes No. 402 dated December 16, 2019).

- performance of other functions provided for by these Regulations, instructions of the Chairman of the Company's Board of Directors, and members of the Company's Board of Directors.

The Company's Corporate Secretary shall be entitled to:

- request and receive Company documents necessary for the performance of his/her functions;
- request and receive information regarding the implementation status of instructions of the Company's Board of Directors;
- monitor compliance by officers and employees of the Company with the Company's Charter and internal documents in matters relating to the functions of the Company's Corporate Secretary;
- submit matters within his/her competence for consideration by the Company's management bodies;
- interact with the Chairman of the Company's Board of Directors and chairpersons of committees of the Company's Board of Directors;
- inform the Chairman of the Company's Board of Directors and/or the Company's General Director of circumstances preventing the Company's Corporate Secretary from performing the functions established by these Regulations;
- exercise other rights provided for by the legislation of the Russian Federation, the Company's Charter, these Regulations, and other internal documents of the Company.

Pursuant to the resolution of the Company's Board of Directors dated August 26, 2022 (Minutes No. 509 dated August 29, 2022), Marina Khalitovna Kumukova, Director of the Company's Corporate Governance and Shareholder Relations Department, was elected Corporate Secretary of Rosseti Northern Caucasus, PJSC.

Ensuring Independence from the Company's Executive Bodies

The Company's Corporate Secretary shall be elected by members of the Company's Board of Directors in accordance with the procedure established by the Company's Charter and the Regulations on the Company's Corporate Secretary. The Company's Corporate Secretary shall be directly controlled by and accountable to the Company's Board of Directors.

The candidate for the position of the Company's Corporate Secretary shall be submitted for consideration by the Company's Board of Directors by the Chairman of the Company's Board of Directors upon agreement with the Company's General Director (General Director of the Company's management organization). The Nominations and Remuneration Committee of the Company's Board of Directors shall formulate recommendations to the Company's Board of Directors regarding the nominated candidates for the position of the Company's Corporate Secretary. The resolution on election of the Company's Corporate Secretary shall be adopted by a majority vote of the members of the Company's Board of Directors participating in the meeting or absentee voting procedure for adoption of resolutions by the Company's Board of Directors. The Company's General Director shall conclude with the Company's Corporate Secretary elected by resolution of the Company's Board of Directors either a civil law agreement for performance of the functions of the Company's Corporate Secretary or an employment agreement. The Company's Corporate Secretary shall perform his/her duties until the Company's Board of Directors adopts a resolution terminating his/her powers. The terms of remuneration of the Company's Corporate Secretary shall be determined and set forth in the agreement concluded with the Company's Corporate Secretary.

The Company's Corporate Secretary shall be accountable in his/her activities to the Company's Board of Directors, which annually evaluates the performance and approves the report on the activities of the Company's Corporate Secretary.

Information on the Company's Corporate Secretary

**Marina Khalitovna Kumukova****Corporate Secretary**

Elected as Corporate Secretary of the Company in August 2022.

Year of birth: 1973

Education:

- higher education, Saratov State Academy of Law, major in Jurisprudence, qualification: Lawyer.

Information on Positions Held

Since 2009, she has been employed by Rosseti Northern Caucasus, PJSC; as of the end of 2025, she held the position of Director of the Corporate Governance and Shareholder Relations Department of Rosseti Northern Caucasus, PJSC.

In 2025, the Company's Corporate Secretary did not enter into any transactions involving the acquisition and/or disposal of shares of the Company and/or its subsidiaries and does not own shares in the Company or its subsidiaries.

**5.3.5. Executive Bodies**

The Company's day-to-day operations shall be managed by the sole executive body, namely the General Director, and the collegial executive body, namely the Management Board of the Company. The General Director and the Management Board of the Company shall be accountable to the General Shareholders Meeting of the Company and the Company's Board of Directors.

**Management Board of the Company – Collegial Executive Management Body of the Company**

The Board of Directors of Rosseti Northern Caucasus, PJSC shall elect the Company's Management Board and determine its membership size upon the nomination of the Company's General Director. The Company's Management Board shall consist of at least three (3) members.

The competence of the Management Board is established by Article 22 of the Charter of Rosseti Northern Caucasus, PJSC and includes the following matters:

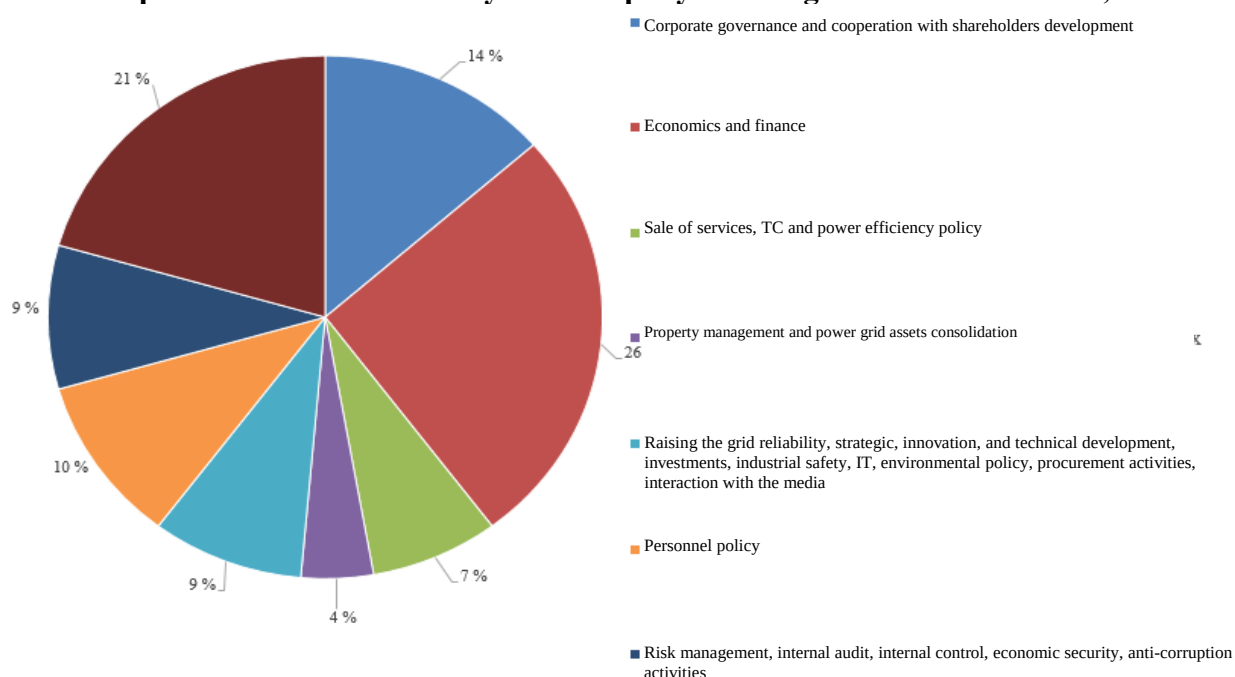
- development and submission to the Company's Board of Directors of the Company's development strategy;
  - preparation of a business plan and a quarterly report on the business plan fulfillment, as well as approval of the cash flow (budget) of the Company;
  - preparation of the Company's Annual Report and reports on implementation by the Management Board of resolutions adopted by the Company's General Shareholders Meeting and the Company's Board of Directors.
  - review of reports (information) submitted by Deputy General Directors of the Company and heads of the Company's separate structural subdivisions regarding the activities of the Company and its subsidiaries and affiliates, submitted for consideration by the Company's Management Board in accordance with instructions of the Management Board or the Company's Board of Directors;
  - exercising the powers of General Shareholders Meetings (Members Meetings) of subsidiaries whose voting shares (participatory interests) are wholly owned by the Company in accordance with their constituent documents or on another lawful basis;
  - adoption of resolutions on entering into transactions involving property, work or services with a value ranging from 1% to 25% of the book value of the Company's assets according to the accounting (financial) statements as of the latest reporting date (except for transactions, the approval of which, in accordance with the Federal Law "On Joint-Stock Companies" and this Charter, is reserved to the Company's General Shareholders Meeting or the Company's Board of Directors);
  - effective risk management within the framework of the Company's current

operations, approval of the budget for risk management activities within the limits approved by resolution of the Company's Board of Directors, and resolution of cross-functional risk management tasks involving several structural subdivisions;

- resolution of other matters relating to management of the Company's current operations in accordance with resolutions adopted by the Company's General Shareholders Meeting and the Company's Board of Directors, as well as matters submitted for consideration by the Company's Management Board by the Company's General Director.

In 2025, a total of 67 meetings and absentee voting procedures of the Management Board of Rosseti Northern Caucasus, PJSC were conducted (59 in 2024 and 68 in 2023), including 2 in-person meetings (1 in-person meeting in both 2024 and 2023). A total of 214 issues were considered (193 in 2024 and 218 in 2023).

#### Groups of Issues Considered by the Company's Management Board in 2025, %



#### Composition of the Management Board of Rosseti Northern Caucasus, PJSC as of December 31, 2025

##### Roman Alekseevich Levchenko

##### Chairman of the Management Board

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in May 2021.

Information on R.A. Levchenko is provided in the section containing information on the current composition of the Board of Directors of Rosseti Northern Caucasus, PJSC.

##### Viktor Mikhailovich Abaimov

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in September 2020.

Year of birth: 1972.

Education:

- Novocherkassk State Technical University, "Power Supply of Industrial Enterprises", qualification: Electrical Engineer;
- South Russian State Technical University (Novocherkassk Polytechnic Institute), "Economics and Management at Enterprise (Electric Power Industry)", qualification: Economist-Manager.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period |                     | Organization                    | Position                                                                                                                      |
|--------|---------------------|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| from   | to                  |                                 |                                                                                                                               |
| 2016   | 2020                | IDGC of North-West, PJSC        | Deputy Chief Engineer for Operations – Head of the Department for Technical Policy “RO” of the Regional Electric Grid Complex |
| 2020   | 2020                | Rosseti Northern Caucasus, PJSC | Acting First Deputy General Director – Chief Engineer                                                                         |
| 2020   | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | First Deputy General Director – Chief Engineer, Member of the Management Board                                                |
| 2023   | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | Member of the Reliability Committee of the Board of Directors                                                                 |

Information on ownership of the Company’s shares during the reporting year: did not own shares of the Company during the reporting year.

Information on transactions involving the Company’s shares carried out by the Management Board member during the reporting year: did not carry out transactions involving the Company’s shares during the reporting year.

Information on conflicts of interest involving the Management Board member (including those related to participation in management bodies of other organizations): no conflict of interest exists.

### **Sergey Vladimirovich Smagin**

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in May 2021.

Year of birth: 1972.

Education:

- Stavropol State University, Economics and Management at Enterprise, qualification: Economist-Manager.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period |      | Organization                                                                                       | Position                                    |
|--------|------|----------------------------------------------------------------------------------------------------|---------------------------------------------|
| from   | to   |                                                                                                    |                                             |
| 2012   | 2020 | Rostekhinventarizatsiya – Federal BTI, JSC                                                         | Adviser, Deputy Head of Department, Adviser |
| 2020   | 2021 | Federal State Budgetary Institution “Stavropolmeliovodkhoz Administration” for Stavropol Territory | Deputy Director                             |

|           |                     |                                                                                                                                                                           |                                             |
|-----------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| 2021      | 2021                | Federal State Budgetary Institution<br>“Specialized Administration for<br>Land Reclamation, Water<br>Management and Hydraulic<br>Structure Safety<br>‘Spetsmeliovodkhoz’” | Deputy Director                             |
| from 2021 | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC                                                                                                                                           | Member of the<br>Management Board           |
| 2021      | 2022                | Rosseti Northern Caucasus, PJSC                                                                                                                                           | Assistant to the General<br>Director        |
| from 2022 | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC                                                                                                                                           | Deputy General Director<br>– Chief of Staff |

Information on ownership of the Company’s shares during the reporting year: did not own shares of the Company during the reporting year.

Information on transactions involving the Company’s shares carried out by the Management Board member during the reporting year: did not carry out transactions involving the Company’s shares during the reporting year.

Information on conflicts of interest involving the Management Board member (including those related to participation in management bodies of other organizations): no conflict of interest exists.

#### **Sergey Aleksandrovich Usevich**

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in May 2021.

Year of birth: 1978.

Education:

- Bashkir State University, major in Jurisprudence;
- Russian Presidential Academy of National Economy and Public Administration, major in State and Municipal Administration;
- Moscow State Institute of International Relations (MGIMO University) of the Ministry of Foreign Affairs of Russia, major in State and Municipal Administration.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period |                     | Organization                         | Position                                                                                   |
|--------|---------------------|--------------------------------------|--------------------------------------------------------------------------------------------|
| from   | to                  |                                      |                                                                                            |
| 2019   | 2020                | Administration of the City of Ryazan | Head of the Control and Analytical Department                                              |
| 2020   | 2025                | Rosseti Northern Caucasus, PJSC      | Deputy General Director for Corporate Governance                                           |
| 2025   | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC      | Assistant to the General Director, Acting Deputy General Director for Corporate Governance |

|      |                     |                                 |                                                            |
|------|---------------------|---------------------------------|------------------------------------------------------------|
| 2021 | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | Member of the Management Board                             |
| 2023 | as of Year-End 2025 | Sevkavkazenergo, JSC            | Member of the Board of Directors                           |
| 2023 | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | Member of the Strategy Committee of the Board of Directors |

Information on ownership of the Company's shares during the reporting year: did not own shares of the Company during the reporting year.

Information on transactions involving the Company's shares carried out by the Management Board member during the reporting year: did not carry out transactions involving the Company's shares during the reporting year.

Information on conflicts of interest involving the Management Board member (including those related to participation in management bodies of other organizations): no conflict of interest exists.

### **Sergey Vladimirovich Pashin**

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in December 2025.

Year of birth: 1977.

Education:

- Chaikovsky College of Precision Instrument Engineering, major in Production of Electronic Computing Equipment;
- Izhevsk State Agricultural Academy, major in Electrification and Automation of Agriculture.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period |               | Organization                                                | Position                                                                            |
|--------|---------------|-------------------------------------------------------------|-------------------------------------------------------------------------------------|
| from   | to            |                                                             |                                                                                     |
| 2020   | November 2025 | Rosseti Northern Caucasus, PJSC                             | Deputy Head of the Department for Interaction with Electricity Market Participants  |
| 2020   | 2021          | Rosseti Northern Caucasus, PJSC                             | Acting Deputy General Director for Interaction with Electricity Market Participants |
| 2021   | 2022          | Branch of Rosseti Northern Caucasus, PJSC – Sevkavkazenergo | Acting Director of the Branch                                                       |
| 2023   | 2023          | Branch of Rosseti Northern Caucasus, PJSC – Dagenenergo     | Adviser to the General Director of Rosseti Northern Caucasus, PJSC                  |

|      |                     |                                 |                                                                  |
|------|---------------------|---------------------------------|------------------------------------------------------------------|
| 2023 | November 2025       | Rosseti Northern Caucasus, PJSC | Acting Deputy General Director for Sales and Service Development |
| 2025 | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | Deputy General Director for Sales and Service Development        |
| 2025 | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC | Member of the Management Board                                   |

Information on ownership of the Company's shares during the reporting year: did not own shares of the Company during the reporting year.

Information on transactions involving the Company's shares carried out by the Management Board member during the reporting year: did not carry out transactions involving the Company's shares during the reporting year.

Information on conflicts of interest involving the Management Board member (including those related to participation in management bodies of other organizations): no conflict of interest exists.

### **Ivan Nikolayevich Khrykin**

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in December 2025.

Year of birth: 1982.

Education:

- Tyumen State University, major in Finance and Credit.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period |                     | Organization                       | Position                                                                                    |
|--------|---------------------|------------------------------------|---------------------------------------------------------------------------------------------|
| from   | to                  |                                    |                                                                                             |
| 2018   | 2022                | Tyumen Ecological Association, LLC | Director for Finance and Economics                                                          |
| 2022   | 2023                | Rosseti Northern Caucasus, PJSC    | Assistant to the General Director, Acting Deputy General Director for Economics and Finance |
| 2023   | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC    | Deputy General Director for Economics and Finance                                           |
| 2025   | as of Year-End 2025 | Rosseti Northern Caucasus, PJSC    | Member of the Management Board                                                              |

Information on ownership of the Company's shares during the reporting year: did not own shares of the Company during the reporting year.

Information on transactions involving the Company's shares carried out by the Management Board member during the reporting year: did not carry out transactions involving the Company's shares during the reporting year.

Information on conflicts of interest involving the Management Board member (including those related to participation in management bodies of other organizations): no conflict of interest exists.

**The following persons also served as members of the Management Board of Rosseti Northern Caucasus, PJSC during 2025:**

**Ivan Sergeevich Komissarov**

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in October 2022. By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated April 28, 2025 (Minutes No. 580 dated May 5, 2025), his powers as a member of the Management Board were terminated.

Year of birth: 1983.

Education:

- Tver State Technical University, major in Power Supply, qualification: Engineer.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period |                | Organization                    | Position                                                                                              |
|--------|----------------|---------------------------------|-------------------------------------------------------------------------------------------------------|
| from   | to             |                                 |                                                                                                       |
| 2019   | 2020           | TOK, LLC                        | Deputy General Director – Organizer of Project-Based Construction Operations, Deputy General Director |
| 2020   | 2020           | MTD Teplosnabzhenie, LLC        | Technical Director                                                                                    |
| 2020   | 2021           | A Group Engineering, LLC        | Technical Director                                                                                    |
| 2021   | 2022           | Rosseti Northern Caucasus, PJSC | Assistant to the General Director                                                                     |
| 2021   | 2022           | Rosseti Northern Caucasus, PJSC | Acting Deputy General Director for Investment Activities                                              |
| 2022   | September 2025 | Rosseti Northern Caucasus, PJSC | Deputy General Director for Investment Activities, Member of the Management Board                     |

**Igor Vladimirovich Shmakov**

Elected to the Management Board of Rosseti Northern Caucasus, PJSC in December 2021. By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated December 10, 2025 (Minutes No. 595 dated December 11, 2025), his powers as a member of the Management Board were terminated.

Year of birth: 1974.

Education:

- Kuban State University;
- Don State Agrarian University.

Information on positions held by the member of the Management Board during the last five years and participation in management and supervisory bodies of other organizations:

| Period | Organization | Position |
|--------|--------------|----------|
|--------|--------------|----------|

| from      | to               |                                 |                                                                                                   |
|-----------|------------------|---------------------------------|---------------------------------------------------------------------------------------------------|
| 2016      | 2020             | Rosseti Kuban, PJSC             | Deputy General Director for Controlling                                                           |
| 2020      | 2021             | Rosseti Yug, PJSC               | Property Management Director – Head of the Property Management Department of the Executive Office |
| 2021      | December 2025    | Rosseti Northern Caucasus, PJSC | Member of the Management Board                                                                    |
| 2021      | 2022             | Rosseti Northern Caucasus, PJSC | Assistant to the General Director, Acting First Deputy General Director                           |
| from 2022 | June 2025        | Rosseti Northern Caucasus, PJSC | First Deputy General Director                                                                     |
| 2025      | October 31, 2025 | Rosseti Northern Caucasus, PJSC | Assistant to the General Director, Acting First Deputy General Director                           |

During 2025, the Company did not grant loans to members of the Company's Management Board.

### **General Director – Sole Executive Body**

The General Director shall manage the Company's day-to-day operations in accordance with resolutions adopted by the Company's General Shareholders Meeting, the Company's Board of Directors and the Company's Management Board within their respective competencies.

The Company's General Director shall act without a power of attorney, subject to the limitations established by the legislation of the Russian Federation, the Charter and resolutions of the Company's Board of Directors.

The competence of the Company's General Director includes all matters relating to management of the Company's day-to-day operations, except for matters reserved to the Company's General Shareholders Meeting, the Company's Board of Directors and the Company's Management Board. The competence of the Company's General Director is established by Article 69 of the Federal Law "On Joint-Stock Companies" and Article 23 of the Charter of Rosseti Northern Caucasus, PJSC.

The General Director shall be guided by:

- the Federal Law "On Joint-Stock Companies" and other regulations of the Russian Federation;
- the Charter of Rosseti Northern Caucasus, PJSC;
- the employment agreement.

The Company's General Director shall be elected by the Company's Board of Directors by a majority vote of the members of the Company's Board of Directors participating in the meeting or absentee voting procedure. Candidates for the position of the Company's General Director shall

be nominated for election by the Company's Board of Directors in accordance with the procedure established by the internal document regulating the preparation and conduct of meetings or absentee voting procedures for adoption of resolutions by the Company's Board of Directors.

Pursuant to the resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated April 2, 2021 (Minutes No. 457 dated April 5, 2021), **Roman Alekseevich Levchenko**, Deputy General Director for Interaction with Electricity Market Participants of Rosseti Northern Caucasus, PJSC, was appointed Acting General Director of Rosseti Northern Caucasus, PJSC from April 6, 2021 until the date on which the Board of Directors of Rosseti Northern Caucasus, PJSC adopted a resolution on election of the sole executive body. By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated February 18, 2022 (Minutes No. 486 dated February 18, 2022), Roman Alekseevich Levchenko was elected General Director of Rosseti Northern Caucasus, PJSC for the period from February 18, 2022 through February 17, 2025 inclusive. By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated February 14, 2025 (Minutes No. 574 dated February 17, 2025), Roman Alekseevich Levchenko was elected General Director of Rosseti Northern Caucasus, PJSC for the period from February 18, 2025 through February 17, 2027 inclusive.

As of December 31, 2025, **Roman Alekseevich Levchenko** serves as General Director of Rosseti Northern Caucasus, PJSC.

In 2025, the General Director of Rosseti Northern Caucasus, PJSC did not enter into transactions involving the acquisition and/or disposal of shares of Rosseti Northern Caucasus, PJSC and/or its subsidiaries and does not own shares in the Company or its subsidiaries.

#### 5.4. System of Remuneration for Bodies and Committees of the Board of Directors

##### **Remuneration of Members of the Company's Board of Directors**

The remuneration of members of the Company's Board of Directors is consistent with market conditions and is established in a manner ensuring the attraction and participation of highly qualified professionals in the Company's activities and motivating them to perform their duties honestly and efficiently.

The procedure for determining and paying remuneration to members of the Company's Board of Directors is set forth in detail in the Regulations on Payment of Remuneration and Compensation to Members of the Board of Directors of Rosseti Northern Caucasus, PJSC.

The general procedure for determining and paying remuneration is established by the Regulations on Payment of Remuneration and Compensation to Members of the Board of Directors of Rosseti Northern Caucasus, PJSC approved by resolution of the General Shareholders Meeting dated May 28, 2025 (Minutes No. 28 dated May 28, 2025)<sup>1</sup>.

##### Remuneration Criteria

The principal criterion is participation in meetings, absentee voting procedures for adoption of resolutions by the Company's Board of Directors, and activities of the Board of Directors.

Remuneration to a member of the Company's Board of Directors shall be paid for the period from the date of election of the candidate as a member of the Company's Board of Directors until the date of termination of the powers of the member of the Company's Board of Directors.

Remuneration to each member of the Company's Board of Directors shall be paid on a quarterly basis.

The amount of quarterly remuneration payable to each member of the Company's Board of Directors shall be calculated taking into account the total number of meetings and absentee voting procedures for adoption of resolutions by the Company's Board of Directors during the

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<sup>1</sup> Prior to May 28, 2025, the Regulations on Remuneration and Compensation Payable to Members of the Board of Directors of IDGC of Northern Caucasus, PJSC were in effect, having been approved by the Annual General Shareholders Meeting on June 25, 2019 (Minutes No. 20 dated June 27, 2019).

reporting quarter and the number of meetings and absentee voting procedures in which the member of the Company's Board of Directors participated.

**Additional Allowances and Remuneration**

The following additional allowances shall apply:

30% of S(1)<sup>1</sup> – to the Chairman of the Company's Board of Directors;

20% of S(1) – to Chairpersons of Committees of the Company's Board of Directors;

10% of S(1) – to members of Committees of the Company's Board of Directors.

Allowances payable to the Chairperson and/or members of a Committee of the Company's Board of Directors shall not be paid if no meetings or absentee voting procedures for adoption of resolutions by the relevant Committee of the Company's Board of Directors were conducted during the reporting quarter.

Remuneration shall not be paid if a member of the Company's Board of Directors participated in less than 50% of the meetings and absentee voting procedures held during the reporting quarter.

Remuneration shall be paid from the Company's profit generated from non-regulated activities.

Members of the Company's Board of Directors shall also be reimbursed for expenses related to participation in meetings of the Company's Board of Directors, committees of the Company's Board of Directors, and meetings of the General Shareholders Meeting of the Company, in accordance with the business travel expense reimbursement standards applicable at the time of the relevant meeting and established for the Company's senior management.

The text of the Regulations is available on the website of Rosseti Northern Caucasus, PJSC in the section "Shareholders and Investors / Charter and By-laws / Corporate Governance Procedure Documents" at:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/dokumenty\\_protsestur\\_upravleniya/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/dokumenty_protsestur_upravleniya/).

**Amount of Remuneration Paid and Expenses Reimbursed to Members of the Board of Directors of Rosseti Northern Caucasus, PJSC during 2023–2025, RUB thousand**

| Indicator                                                               | 2025      | 2024      | 2023      |
|-------------------------------------------------------------------------|-----------|-----------|-----------|
| Remuneration for participation in the activities of the management body | 17,295.79 | 16,141.00 | 14,376.15 |
| Salary                                                                  | –         | –         | –         |
| Bonuses                                                                 | –         | –         | –         |
| Fees                                                                    | –         | –         | –         |
| Other types of remuneration                                             | –         | –         | –         |
| Total                                                                   | 17,295.79 | 16,141.00 | 14,376.15 |

|                                  |   |   |   |
|----------------------------------|---|---|---|
| <b>Reimbursement of expenses</b> | – | – | – |
|----------------------------------|---|---|---|

**Remuneration of Members of the Company's Management Board**

Members of the Management Board of Rosseti Northern Caucasus, PJSC, as full-time employees of the Company, receive remuneration for their positions in accordance with their employment agreements.

In accordance with Clause 4.1 of the Regulations on Remuneration and Material Incentives

<sup>1</sup> S(1) – the amount of the quarterly remuneration payable for participation in meetings of the Company's Board of Directors.

for Senior Managers of Rosseti Northern Caucasus, PJSC approved by resolution of the Company's Board of Directors dated August 4, 2023 (Minutes No. 537 dated August 7, 2023), the remuneration and material incentive system for a senior manager of the Company consists of the Annual Maximum Total Personal Remuneration, which includes an additional payment for membership in the collegial executive body (Management Board) of the Company, including payments in the form of remuneration under a separate employment agreement concluded with a member of the Company's Management Board. In accordance with Clause 5.4 of the Regulations on Remuneration and Material Incentives for Senior Managers of Rosseti Northern Caucasus, PJSC approved by resolution of the Company's Board of Directors dated August 4, 2023 (Minutes No. 537 dated August 7, 2023), the additional payment for membership in the collegial executive body (Management Board) of the Company payable to a senior manager of the Company shall be established in an amount corresponding to the minimum wage established pursuant to Article 133 of the Labor Code of the Russian Federation.

**The amount of the remuneration paid and costs compensated to members of the Management Board of Rosseti Northern Caucasus, PJSC, during 2023–2025, RUB thousand**

| Indicator                                                               | 2025      | 2024      | 2023      |
|-------------------------------------------------------------------------|-----------|-----------|-----------|
| Remuneration for participation in the activities of the management body | 862.77    | 685.33    | 1,506.43  |
| Salary                                                                  | 52,818.44 | 51,188.73 | 48,899.34 |
| Bonuses                                                                 | –         | –         | 12,915.06 |
| Fees                                                                    | –         | –         | –         |
| Other types of remuneration                                             | –         | –         | –         |
| Total                                                                   | 53,681.21 | 51,874.06 | 63,320.83 |
| <b>Reimbursement of expenses</b>                                        | –         | –         | 2,006.37  |

**Remuneration of the General Director**

The employment conditions, guarantees, and compensations of the Company's General Director during the performance of his duties shall be determined by the employment agreement, the terms and conditions of which shall be determined by the Company's Board of Directors or by a person authorized by the Company's Board of Directors to sign the employment agreement.

**Remuneration of Members of Committees of the Board of Directors**

Remuneration to members of Committees of the Company's Board of Directors shall be paid in accordance with the Regulations on Payment of Remuneration and Compensation to Committee Members. The texts of such regulations are available on the website of Rosseti Northern Caucasus, PJSC in the section "Shareholders and Investors / Charter and By-laws / Corporate Governance Procedure Documents":

[https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/dokumenty\\_protsecur\\_upravle\\_niya/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/dokumenty_protsecur_upravle_niya/).

**Remuneration for Participation in Each Meeting Held in the Form of Joint Presence**

A Committee member shall be paid remuneration in the amount equivalent to two minimum monthly tariff rates for a first-grade worker established by the industry tariff agreement

in the electric power industry of the Russian Federation (the “Agreement”) as of the date of the Committee meeting, taking into account indexation established by the Agreement.

For the Chairperson (Deputy Chairperson), remuneration for a meeting at which he/she performed the functions of the Committee Chairperson shall be increased by 50%.

### **Remuneration for Participation in Each Meeting Held in the Form of Absentee Voting**

A Committee member shall be paid remuneration in the amount equivalent to one minimum monthly tariff rate for a first-grade worker, taking into account indexation established by the Agreement.

For the Chairperson (Deputy Chairperson) of the Committee, remuneration for a meeting at which he/she performed the functions of the Committee Chairperson shall be increased by 50%. Where the Chairperson and/or members of Committees of the Company’s Board of Directors simultaneously serve as members of the Company’s Board of Directors, remuneration shall be paid to them in accordance with the procedure and amounts established by the Company’s by-laws regulating payment of remuneration and compensation to members of the Company’s Board of Directors, as approved by the Company’s General Shareholders Meeting.

### **Remuneration Paid to Members of Committees of the Board of Directors of Rosseti Northern Caucasus, PJSC During 2023–2025, RUB thousand**

| <b>Committee Name</b>                                    | <b>2025</b>     | <b>2024</b>     | <b>2023</b>     |
|----------------------------------------------------------|-----------------|-----------------|-----------------|
| Strategy Committee                                       | 544.42          | 684.46          | 566.28          |
| Nominations and Remuneration Committee                   | 480.23          | 205.79          | 418.84          |
| Reliability Committee                                    | 229.01          | 245.58          | 350.63          |
| Audit Committee                                          | 288.88          | 335.73          | 102.32          |
| Committee for Technological Connection to Electric Grids | 577.75          | 431.24          | 404.46          |
| <b>Total</b>                                             | <b>2,120.29</b> | <b>1,902.80</b> | <b>1,842.53</b> |

Remuneration was paid in cash.

## **5.5 Risk Management and Internal Control**

The Company has established and operates a risk management and internal control system aimed at providing reasonable assurance regarding the achievement of the Company’s objectives and the development strategy of the Rosseti Group, including ensuring reliable, high-quality and accessible electricity supply to consumers, as well as achievement of operational objectives related to the Company’s financial and business activities.

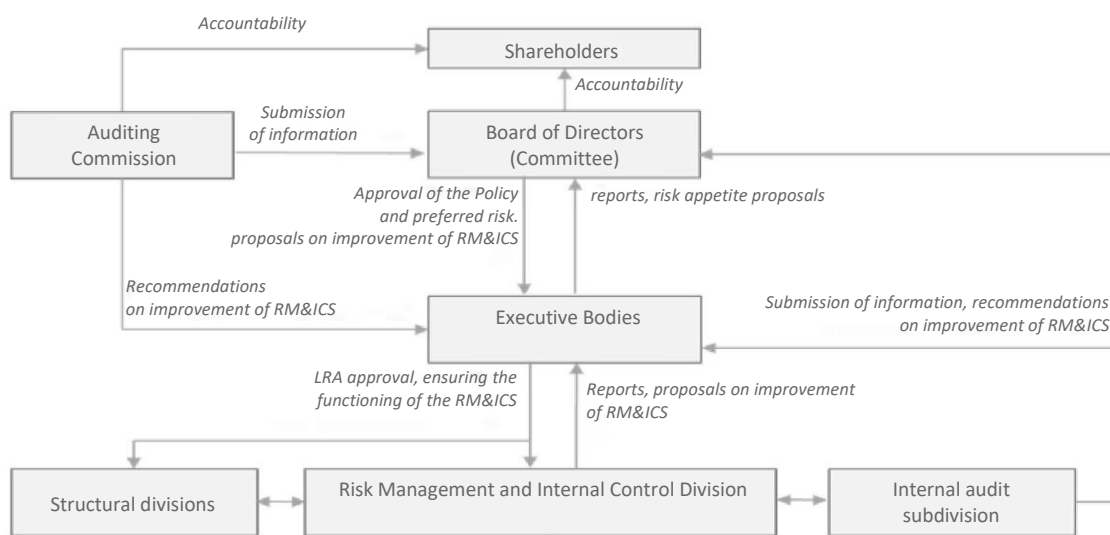
The principal documents governing the organization and functioning of the Risk Management and Internal Control System within the Company are as follows:

- Risk Management and Internal Control Policy (approved by resolution of the Company’s Board of Directors dated July 7, 2023 (Minutes No. 535 dated July 10, 2023));
- Preferred Risk Level (Risk Appetite) (approved by resolution of the Company’s Board of Directors dated October 6, 2025 (Minutes No. 591 dated October 7, 2025));
- Risk Management and Internal Control System Development Program (approved by the Company’s Order No. 350 dated November 7, 2024);
- Procedure for Organization of Risk Management and Internal Control (approved by the Company’s Order No. 259 dated August 26, 2025);

- Risk Assessment and Monitoring Methodology (approved by the Company's Order No. 374 dated December 9, 2025);
- Procedure for Determination of Preferred Risk Level (Risk Appetite) (approved by the Company's Order No. 333 dated October 31, 2025);
- Glossary in the Field of Risk Management and Internal Control (approved by the Company's Order No. 159 dated May 21, 2025);
- Risk Register (approved by resolution of the Company's Management Board dated December 20, 2024 (Minutes No. 453 dated December 20, 2024)).

### **Interaction Scheme of Participants in the Risk Management and Internal Control System**

The functions of participants in the Risk Management and Internal Control System established by the Company's Risk Management and Internal Control Policy are integrated into the overall management system and are set forth in the Charter, regulations on structural subdivisions, and job descriptions of employees.



For the purpose of coordinating risk management and internal control processes and exercising operational control over the risk management process within the Company, the Internal Control and Risk Management Department (the “IC&RMD”) has been established within the Company.

In accordance with the Risk Management and Internal Control Policy, the IC&RMD:

- coordinates risk management and internal control processes;
- organizes and conducts employee training on risk management and internal control;
- analyzes the risk portfolio and develops proposals regarding response strategies and resource reallocation in relation to risk management;
- prepares risk reporting;
- exercises operational control over the risk management process carried out by structural subdivisions;
- conducts control activities in the field of organization and functioning of the Risk Management and Internal Control System;
- prepares and submits to the executive bodies information on the organization, functioning, and effectiveness of the Risk Management and Internal Control System, as well as on other matters provided for by the Policy.

In order to ensure that the Risk Management and Internal Control System remains effective and complies with objectively changing requirements and conditions, the Company's internal auditor conducts an assessment of the reliability and effectiveness of the Risk Management and Internal Control System, including its compliance with the target state and maturity level.

The internal audit report on assessment of the reliability and effectiveness of the Risk Management and Internal Control System for 2025 was reviewed by the Company's Board of Directors (Minutes No. 604 dated April 30, 2026). Based on the results of 2025, the maturity level of the Risk Management and Internal Control System was assessed as intermediate between "Moderate" and "Optimal" (the average value across all criteria amounted to 4.7 points). Based on the results of 2024, the maturity level of the Risk Management and Internal Control System was also assessed as intermediate between "Moderate" and "Optimal" (the average value across all criteria amounted to 4.7 points).

### **List of Key Measures Implemented in 2025 Aimed at Improvement of the Risk Management and Internal Control System**

During the reporting year, the Company implemented the following key measures aimed at improving the Risk Management and Internal Control System:

1. Regulatory and methodological documents regarding risk management and internal control were developed and/or updated, including:
  - Preferred Risk Level (Risk Appetite);
  - Regulations on Recording Inspections of Rosseti Northern Caucasus, PJSC and entities managed by the Company conducted by external control (supervisory) authorities;
  - Glossary in the Field of Risk Management and Internal Control;
  - Procedure for Organization of Risk Management and Internal Control;
  - Standard List of Risks, List of Risk Owners, Risk Assessment and Monitoring Methodology;
  - Procedure for Determination of Preferred Risk Level (Risk Appetite);
  - Company Business Process Model.
2. Participation in training activities concerning the organization and functioning of the Risk Management and Internal Control System, including educational activities conducted by Rosseti, PJSC, in the following formats:
  - knowledge days;
  - conferences on current issues and development strategy of the Risk Management and Internal Control System;
  - online training course "Fundamentals of Risk Management and Internal Control" (training and testing).

### **Main Areas for Improvement of the Risk Management and Internal Control System in 2026**

The Company's principal objectives in the field of the Risk Management and Internal Control System for 2026 are as follows:

1. Documentation of business processes in accordance with the approved Business Process Model;
2. Updating risk matrices and control procedures matrices for business processes.

| Indicators | Unit | Period         |                |                | Change<br>2025/2024, % |
|------------|------|----------------|----------------|----------------|------------------------|
|            |      | 2023<br>Actual | 2024<br>Actual | 2025<br>Actual |                        |

|                                                                                                                                                |        |       |       |       |         |
|------------------------------------------------------------------------------------------------------------------------------------------------|--------|-------|-------|-------|---------|
| Number of control activities conducted aimed at identification and minimization of risks                                                       | units  | 8,788 | 9,400 | 9,009 | 4.16    |
| Number of procurement activity materials (issues) reviewed                                                                                     | units  | 3,662 | 4,139 | 4,012 | -2.43   |
| Number of violations remedied following inspections conducted by external supervisory authorities                                              | units  | 6,883 | 1,678 | 8,267 | 492.67* |
| Total amount of fines cancelled following appeals against administrative liability resolutions                                                 | RUB mn | 14.6  | 7.4   | 0.975 | 13.18   |
| Total amount of funds received into the Company's budget from counterparties undergoing bankruptcy and liquidation procedures                  | RUB mn | 387.2 | 584.6 | 993.1 | 69.9    |
| Total amount of funds saved by the Company due to acquisition at auctions of its own receivables from debtors undergoing bankruptcy procedures | RUB mn | —     | —     | —     | —       |

\* The significant increase in the number of violations remedied in 2025 compared to 2024 was due to comprehensive inspections conducted by Rostekhnadzor in all branches of the Company pursuant to the prosecutor's demand No. 76/2-04-2025/106 dated May 12, 2025.

## 5.6. Internal Audit

### **Description of the Internal Audit Function (General Description of the Company's Internal Audit Policy and Resources Used)**

The Internal Audit Directorate (the "IAD") is responsible for implementation of the internal audit function within the Company. In accordance with the Company's Internal Audit Policy approved by resolution of the Company's Board of Directors dated December 26, 2025 (Minutes No. 597 dated December 29, 2025) (the "Internal Audit Policy"), the IAD is functionally subordinate to the Company's Board of Directors, which supervises and organizes the activities of the IAD, including:

- annually approving the IAD activity plan, the report on implementation of the IAD activity plan, and the IAD budget;
- preliminarily approving resolutions of the Company's sole executive body regarding appointment, dismissal (other than at the employee's initiative) of the Head of the IAD, application of disciplinary measures thereto, as well as approving the terms and conditions of the employment agreement with the head of internal audit;
- reviewing significant restrictions on the authority of the IAD or other limitations capable of adversely affecting the performance of the internal audit function;
- reviewing cases of actual or potential impairment of the independence of the IAD, as well as protective measures undertaken in connection therewith, and confirming consent to actual or potential impairment of the IAD's independence when approving roles and responsibilities of the Head of the IAD unrelated to internal audit;
- reviewing the results of internal audit quality assessments.

The purpose of internal audit is to strengthen the Company's ability to create, protect and preserve the Company's value by providing the Company's Board of Directors and executive bodies with independent, risk-based, objective assurance, opinions, recommendations and forecasts. The objectives of the Company's internal audit and approaches to its organization comply with the requirements established by Clause 2 of Article 87.1 of the Federal Law "On Joint-Stock Companies".

Key principles of internal audit within the Company:

- commitment;
- objectivity;
- competence;
- professional due care;
- confidentiality.

As of December 31, 2025, the number of employees performing the internal audit function amounted to 5 staff positions.

Principal Internal Documents Governing Internal Audit Activities:

- Internal Audit Policy of the Company approved by resolution of the Company's Board of Directors dated December 27, 2025 (Minutes No. 597 dated December 29, 2025);
- Standards of Ethics and Professionalism of the Company's Internal Auditors approved by the Company's Order No. 401 dated December 29, 2025;
- Regulations on the Company's Internal Audit Directorate approved by resolution of the Company's Board of Directors dated December 27, 2025 (Minutes No. 597 dated December 29, 2025);
- Program for Quality Assurance and Improvement of the Company's Internal Audit approved by resolution of the Company's Board of Directors dated December 27, 2025 (Minutes No. 597 dated December 29, 2025);
- internal audit activity standards and standards for practical application developed in accordance with recommendations of the Bank of Russia and the International Standards for Internal Auditing.

Information on the Results of the Audit Committee's Assessment of the Effectiveness of the Internal Audit Process

By resolution of the Company's Board of Directors dated December 24, 2024 (Minutes No. 570 dated December 25, 2024), the Work Plan and Budget of the Company's Internal Audit Directorate for 2025 were approved.

The Head of Internal Audit receives feedback from the Company's sole executive body, the Audit Committee of the Company's Board of Directors (the "Audit Committee"), and the Board of Directors in various forms through interaction with the Sole Executive Body and the Audit Committee, including analysis of resolutions/recommendations of the Audit Committee and the Company's Board of Directors on matters falling within the competence of internal audit, as well as through surveys of the Sole Executive Body and members of the Audit Committee.

The satisfaction rating of the Audit Committee of the Company's Board of Directors with respect to the performance of the Internal Audit Directorate (calculated as the weighted average score across the questionnaires submitted by voting Audit Committee members divided by the number of voting members) for the year ended December 31, 2025 corresponds to the rating of "broadly satisfactory".

Based on the results of the external independent assessment conducted in 2024, B1 Consulting, LLC assessed the Company's internal audit function as "partially conforms" with the requirements of the International Professional Standards for Internal Auditing, the Code of Ethics, and the Internal Audit Policy. Based on recommendations of members of the Company's Audit Committee and the external independent expert, on April 22, 2025, the Company's Board of Directors approved and commenced implementation of the Action Plan for Development and Improvement of Internal Audit Activities within the Company for the period 2025–2029 (Minutes No. 579 dated April 23, 2025).

## 5.7. Auditing Commission of the Company

For the purpose of exercising control over the Company's financial and business activities, the Company's Auditing Commission shall be elected at the annual meeting of the Company's General Shareholders Meeting for a term until the next annual meeting of the Company's General Shareholders Meeting.

If members of the Company's Auditing Commission are elected at an extraordinary meeting of the Company's General Shareholders Meeting, such members of the Company's Auditing Commission shall be deemed elected for the period until the next annual meeting of the Company's General Shareholders Meeting.

The competence of the Company's Auditing Commission is established by Article 85 of the Federal Law "On Joint-Stock Companies" and Article 24 of the Company's Charter.

The competence of the Company's Auditing Commission includes:

- audit (inspection) of the Company's financial, accounting, settlement and payment, and other documentation related to the Company's financial and business activities for compliance with the legislation of the Russian Federation, the Company's Charter, and the Company's by-laws;
- confirmation of the accuracy of data contained in the Company's Annual Report and annual accounting (financial) statements;
- review and analysis of the Company's financial condition, solvency, functioning of the risk management and internal control system, liquidity of assets, ratio of equity and borrowed funds, correctness and timeliness of accrual and payment of interest on bonds, income on other securities;
- control over expenditure of the Company's funds in accordance with the approved business plan and budget of the Company;
- control over formation and use of the Reserve Fund and other funds of the Company;
- verification of the timeliness and correctness of settlement transactions with counterparties and the budget, as well as payroll settlements, social insurance settlements, accrual and payment of dividends, and other settlement operations;
- control over compliance with the established procedure for writing off receivables of insolvent debtors as losses of the Company;
- inspection of the Company's business transactions carried out in accordance with concluded agreements;
- verification of compliance, in the use of material, labor and financial resources in financial and business activities, with existing agreements, standards and norms, approved budgets and other documents regulating the Company's activities;
- control over preservation and use of fixed assets;
- confirmation of the accuracy of data contained in reports on related-party transactions;
- inspection of the Company's cash desk and property, efficiency of use of the Company's assets and other resources, identification of causes of non-productive losses and expenses, and identification of reserves for improvement of the Company's financial condition;
- verification of implementation of instructions aimed at elimination of violations and deficiencies previously identified by the Company's Auditing Commission;
- development of recommendations for the Company's management bodies;
- performance of other actions (measures) related to the audit of the Company's financial and business activities.

The Auditing Commission shall have the right, and in the event of identification of serious violations in the Company's financial and business activities shall be obliged, to require convening an extraordinary meeting of the Company's General Shareholders Meeting or absentee voting for adoption of resolutions by the Company's General Shareholders Meeting.

#### Functions and Performance Results of the Company's Auditing Commission in the Reporting Year

The objectives of the Auditing Commission are:

- 1) exercising control over the Company's financial and business activities;
- 2) carrying out an independent assessment of the reliability of data contained in the Company's Annual Report and annual accounting (financial) statements;
- 3) confirming the reliability of data contained in the Company's report on related-party transactions.

The functions of the Company's Auditing Commission are also established by the Regulations on the Company's Auditing Commission approved by resolution of the Company's General Shareholders Meeting dated May 28, 2025 (Minutes No. 28 dated May 28, 2025)<sup>1</sup>.

The text of the Regulations is available on the Company's website in the section "Shareholders and Investors / Charter and By-laws / Corporate Governance Procedure Documents" at:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/dokumenty\\_protsestur\\_upravleniya/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/dokumenty_protsestur_upravleniya/).

In 2025, the Company's Auditing Commission conducted an audit inspection of the Company's financial and business activities for 2024. The audit program for inspection of the Company's financial and business activities for 2024 was approved by resolution of the Company's Auditing Commission dated December 20, 2024 (Minutes No. 2 dated December 20, 2024).

This Program included the following matters:

- assessment of the reliability of annual accounting (financial) statements prepared as of December 31, 2024;
- assessment of the reliability of data contained in the Company's Annual Report for 2024;
- assessment of the Company's financial condition as of December 31, 2024;
- verification of compliance with the legislation of the Russian Federation in respect of the procedure for approval of related-party transactions;
- inspection of activities related to organization of technological and price audit ("TPA") of reports on implementation of investment projects, as well as measures aimed at elimination of violations and deficiencies identified in opinions of expert organizations prepared based on the results of TPA of the Company's investment project implementation reports;
- analysis of key performance indicators, their formation and assessment of achievement thereof;
- verification of organization of work related to recording inspections carried out by external supervisory (control) authorities;
- other matters initiated within the framework of the audit inspection.

The report of the Auditing Commission was approved by the Company's Auditing Commission (Minutes No. 3 dated April 15, 2025), according to which an opinion was expressed that the data contained in all material respects in the Company's Annual Report for 2024 and in the Company's annual accounting (financial) statements for 2024 are reliable.

No facts of misstatement of information contained in the report on related-party transactions entered into by the Company in 2024 were identified.

The said report was included in the materials provided by the Company to shareholders in preparation for the annual General Shareholders Meeting held in 2025.

### **Composition of the Company's Auditing Commission**

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<sup>1</sup> Prior to May 28, 2025, the Regulations on the Auditing Commission of Rosseti Northern Caucasus, PJSC approved by resolution of the Company's General Shareholders Meeting dated June 16, 2022 (Minutes No. 25 dated June 17, 2022) were in effect.

In accordance with the Company's Charter, the Auditing Commission consists of five members. During 2025, two compositions of the Company's Auditing Commission were in office.

**The current composition of the Company's Auditing Commission was elected by resolution of the General Shareholders Meeting of Rosseti Northern Caucasus, PJSC at the annual meeting held on May 28, 2025 (Minutes No. 28 dated May 28, 2025).**

| Item no. | Full Name                           | Information on Members of the Auditing Commission                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------|-------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1        | Anton Sergeyevich Ulyanov, Chairman | <p>Year of birth: 1979.</p> <p>Education: Higher education, Moscow State Law Academy, major in Law, qualification: Lawyer (2004).</p> <p>Professional Retraining: Institute of Internal Auditors Association, Chief Auditor (2024);</p> <p>IVA Training Center LLC, "Internal Auditor. Professional Level" (2021);</p> <p>Professional Retraining: KUMC APR LLC, Head of an Independent Internal Control Unit. Professional Standard "Internal Control Specialist (Internal Controller), Level 7" (2025).</p> <p>Professional Experience:</p> <p>Since December 30, 2022 and as of the end of 2025 – Federal Grid Company – Rosseti, Public Joint-Stock Company, Director for Internal Audit – Head of the Internal Audit Department.</p> <p>Positions held in Rosseti Northern Caucasus, PJSC and governing bodies of other organizations during the last three years:</p> <p>2022–2023 – Member of the Boards of Directors of Rosseti Centre and Volga Region, PJSC, Rosseti Siberia, PJSC, Rosseti Volga, PJSC, Rosseti Northern Caucasus, PJSC, and Mobile Gas Turbine Power Plants, JSC;</p> <p>2023 – as of the end of 2024 – Member of the Audit Committee of TNS Energo Group, PJSC;</p> <p>2023 – as of the end of 2025 – Chairman of the Audit Committees of Rosseti Kuban, PJSC, Rosseti Tyumen, JSC, Rosseti Yantar, JSC, Rosseti Tomsk, PJSC, Regional Electric Networks, JSC, and Electromagistral, JSC; Member of the Audit Committees of Rosseti South, PJSC and Rosseti Lenenergo, PJSC;</p> <p>2023 – as of the end of 2025 – Chairman of the Audit Committee of Rosseti Northern Caucasus, PJSC;</p> <p>2023 – as of the end of 2025 – Chairman of the Auditing Commission of Rosseti Northern Caucasus, PJSC.</p> |
| 2        | Konstantin Igorevich Venevtsev      | <p>Year of birth: 1989.</p> <p>Education: Higher education.</p> <p>National Research University "Moscow Power Engineering Institute" (MPEI), Bachelor of Engineering and Technology (2011);</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

|   |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   |                                             | <p>National Research University “MPEI”, Engineer-Manager (2013); CIA Certificate (2020).</p> <p>Professional Experience:</p> <p>2023 – as of the end of 2025 – Federal Grid Company – Rosseti, Public Joint-Stock Company, Chief Expert, Operational Audit Division, Internal Audit Department.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 3 | Elena Aleksandrovna Kabizskina              | <p>Year of birth: 1964.</p> <p>Education: Higher education.</p> <p>Far Eastern Technical Institute of Fishery Industry, Engineer-Economist, major in Economics and Organization of the Food Industry, graduated in 1986.</p> <p>Professional Experience:</p> <p>2023 – as of the end of 2025 – Federal Grid Company – Rosseti, Public Joint-Stock Company, Chief Expert, Corporate Audit and Control of Subsidiaries Division, Internal Audit Department.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 4 | Svetlana Mikhailovna Trishina,<br>Secretary | <p>Year of birth: 1979.</p> <p>Education: Higher education, Amur State University, qualification: Economist in Finance, Banking Specialist, major in Finance and Credit (2001);</p> <p>Professional Retraining:</p> <p>International Academy of Expertise and Assessment, Internal Audit and Control in Commercial Organizations (2018); advanced training in Internal Audit (2021);</p> <p>Advanced Professional Training: Center for Enterprise Reform LLC, Internal Audit, Qualification Code E, Level 7 “Management of an Internal Audit Function” (2024).</p> <p>Professional Experience:</p> <p>2017–2022 – Federal Grid Company of Unified Energy System, Public Joint- Stock Company, Head of Financial Audit Division; Head of Financial Audit, Methodology and Reporting Division; Head of Corporate Audit and Control of Subsidiaries Division; Deputy Head of the Internal Audit Department – Head of the Corporate Audit and Control of Subsidiaries Division;</p> <p>2020–2022 – Russian Grids, Public Joint-Stock Company, Deputy Head of the Internal Audit Department – Head of the Corporate Audit and Control of Subsidiaries Division (part-time);</p> <p>2022 – as of the end of 2025 – Federal Grid Company – Rosseti, Public Joint-Stock Company, Deputy Head of the Internal Audit Department – Head of the Corporate Audit and Control of Subsidiaries Division.</p> |
| 5 | Viktor Vladimirovich Tsarkov,               | <p>Year of birth: 1977.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

|  |                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | Deputy Chairman | <p>Education: Higher education, Moscow Institute of Economics, Management and Law, Economist (2005);</p> <p>Russian Academy of Public Administration under the President of the Russian Federation, State and Municipal Administration, Manager (2007);</p> <p>Training and Methodological Center of the Russian Union of Auditors “Interkon-Intellect”, Professional Internal Auditor (2017);</p> <p>Institute of Internal Auditors Association, qualification: Chief Auditor (Qualification Level 7), awarded on November 23, 2023.</p> <p>Professional Experience:</p> <p>2020–2022 – Russian Grids, Public Joint-Stock Company, First Deputy Head of the Internal Audit Department (part-time).</p> <p>2017 – as of the end of 2025 – Federal Grid Company – Rosseti, Public Joint-Stock Company, First Deputy Head of the Internal Audit Department.</p> |
|--|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Composition of the Company’s Auditing Commission in office from June 13, 2024 to May 28, 2025, elected by resolution of the General Shareholders Meeting of Rosseti Northern Caucasus, PJSC dated June 13, 2024 (Minutes No. 27 dated June 13, 2024)**

| Item no. | Full Name                                                                                                                                                                                                                                                   | Information on Members of the Auditing Commission                                                                                                                                                            |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1        | Anton Sergeyevich Ulyanov, Chairman of the Auditing Commission                                                                                                                                                                                              | Federal Grid Company – Rosseti, Public Joint-Stock Company, Director for Internal Audit – Head of the Internal Audit Department                                                                              |
| 2        | Kirill Yevgenyevich Rogachev<br><i>(ceased to be a member of the Auditing Commission of Rosseti Northern Caucasus, PJSC as of October 24, 2024 pursuant to Clause 3.7 of the Regulations on the Auditing Commission of Rosseti Northern Caucasus, PJSC)</i> | Federal Grid Company – Rosseti, Public Joint-Stock Company, Head of the Operational Audit Division of the Internal Audit Department                                                                          |
| 3        | Irina Vadimovna Volkova                                                                                                                                                                                                                                     | Federal Grid Company – Rosseti, Public Joint-Stock Company, Chief Expert of the Operational Audit Division of the Internal Audit Department.                                                                 |
| 4        | Svetlana Mikhailovna Trishina, Secretary of the Auditing Commission                                                                                                                                                                                         | Federal Grid Company – Rosseti, Public Joint-Stock Company, Deputy Head of the Internal Audit Department – Head of the Corporate Audit and Control of Subsidiaries Division of the Internal Audit Department |
| 5        | Viktor Vladimirovich Tsarkov, Deputy Chairman of the Auditing Commission                                                                                                                                                                                    | Federal Grid Company – Rosseti, Public Joint-Stock Company, First Deputy Head of the Internal Audit Department                                                                                               |

Biographies of the members of the Company's Auditing Commission elected by resolution of the General Shareholders Meeting dated June 13, 2024 (Minutes No. 27 dated June 13, 2024) were published in the Company's Annual Report for 2024:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/raskrytie\\_informatsii/godovye\\_otchety/](https://www.rossetisk.ru/shareholders_and_investors/raskrytie_informatsii/godovye_otchety/).

Members of the Company's Auditing Commission do not hold any interests in the authorized capital (shares of any class) of the Company or in the authorized capital of the Company's subsidiaries and affiliates.

No transactions between the Company and members of the Company's Auditing Commission were entered into in 2025. The Company did not bring any legal claims against members of the Company's Auditing Commission.

Based on questionnaires submitted by members of the Company's Auditing Commission, the Company believes that:

- members of the Company's Auditing Commission do not have family relationships (spouses, parents, children, adoptive parents, adopted children, full siblings, grandparents or grandchildren) with members of the Company's Board of Directors, members of the Company's collegial executive body, or the person holding the position (performing the functions) of the Company's sole executive body;

- members of the Company's Auditing Commission have not been held administratively liable for offences in the areas of finance, taxes and duties, insurance, or the securities market, nor have they been subject to criminal liability (including any criminal record) for economic crimes and/or crimes against state authority;

- members of the Company's Auditing Commission have not held positions in governing bodies of commercial organizations during periods when bankruptcy proceedings were initiated against such organizations and/or any bankruptcy procedures provided for by Article 27 of the Federal Law "On Insolvency (Bankruptcy)" were introduced.

### **Remuneration of Members of the Company's Auditing Commission**

In 2025, the General Shareholders Meeting of the Company approved a new version of the Regulations on Remuneration and Compensation Payable to Members of the Company's Auditing Commission (Minutes No. 28 dated May 28, 2025)<sup>1</sup>.

Remuneration is paid to a member of the Company's Auditing Commission based on the results of work performed during the corporate year and depends on the degree of such member's participation in the activities of the Company's Auditing Commission.

The remuneration payable to a member of the Company's Auditing Commission is determined on the basis of the base remuneration amount. The base remuneration of a member of the Company's Auditing Commission is established with reference to the Company's revenue calculated in accordance with Russian Accounting Standards (RAS) for the reporting year. A personal participation coefficient is also applied, reflecting the member's participation in meetings of the Company's Auditing Commission, as well as the performance of additional duties as Chairman or Secretary of the Company's Auditing Commission. No remuneration shall be paid to a member of the Company's Auditing Commission who participated in less than one-half of the meetings (absentee voting procedures) held during the period of such person's membership in the Company's Auditing Commission. Where, during the corporate year, a member of the Company's Auditing Commission has actively participated in additional inspections carried out by the Auditing Commission or in control activities on specific matters conducted pursuant to a resolution of the Company's General Shareholders Meeting, the Company's Board of Directors, or at the request of a shareholder (or shareholders) collectively holding not less than 10% of the Company's voting shares, the Chairman of the Company's Auditing Commission may petition the General

<sup>1 1</sup> Previously – Regulations on Remuneration and Compensation for Members of the Auditing Commission (Minutes No. 19 of the annual General Shareholders Meeting of the Company dated May 29, 2018).

Shareholders Meeting of the Company for an increase in the actual amount of such member's remuneration.

Members of the Company's Auditing Commission who are not subject to any restrictions or prohibitions on receiving payments from commercial organizations under federal laws shall be reimbursed by the Company for documented expenses incurred in connection with visits to the Company's facilities, participation in meetings of the Company's Auditing Commission held at the Company's actual location, and performance of other tasks assigned by the Company's Auditing Commission.

The text of the said Regulations is available on the Company's corporate website in the section "Shareholders and Investors / Charter and By-Laws / Corporate Governance Procedure Documents" at:

[https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/dokumenty\\_protseduy\\_upravleniya/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/dokumenty_protseduy_upravleniya/).

In 2025, remuneration in the total amount of RUB 645.16 thousand was paid to members of the Company's Auditing Commission. Remuneration was paid in cash.

The said Regulations also provide for reimbursement to members of the Company's Auditing Commission of expenses incurred in connection with participation in activities of the Company's Auditing Commission. In 2025, the Company did not reimburse any such expenses to members of the Auditing Commission.

## 5.8. External Auditor

### Key Information about the Auditor

Full corporate name: B1-AUDIT, Limited Liability Company (prior to January 14, 2026 – CENTER FOR AUDIT TECHNOLOGIES AND SOLUTIONS – AUDIT SERVICES, Limited Liability Company).

Abbreviated corporate name: B1-AUDIT, LLC (prior to January 14, 2026 – CATR-AUDIT SERVICES, LLC).

INN: 7709383532, OGRN: 1027739707203

Registered address: 75 Sadovnicheskaya Embankment, Moscow 115035.

Website: <https://www.b1.ru/>.

E-mail: [info@b1.ru](mailto:info@b1.ru).

Reception/fax: (495) 755-97-00/755-97-01.

B1-AUDIT, LLC is a member of the Self-Regulatory Organization of Auditors Association "Sodruzhestvo" (SRO AAS). The firm was entered into the Register of Auditors and Audit Organizations on January 31, 2020 under Primary Registration Number (ORNZ) 12006020327.

Member of the Joint Participant:

Full corporate name: INTERCOM-AUDIT, Limited Liability Company.

Abbreviated corporate name: INTERCOM-AUDIT, LLC.

INN: 7729744770, OGRN: 1137746561787.

Registered address: 2, Third Yamskogo Polya Street, Building 13, 7th Floor, Premises XV, Room 6, Moscow, 125124.

Website: <https://www.intercom-audit.ru>.

E-mail: [info@intercom-audit.ru](mailto:info@intercom-audit.ru).

Reception/fax: (495) 937-34-51.

INTERCOM-AUDIT, LLC is a member of the Self-Regulatory Organization of Auditors Association "Sodruzhestvo" (SRO AAS). The firm was entered into the Register of Auditors and Audit Organizations on December 15, 2016 under Primary Registration Number (ORNZ) 11606074492.

### Auditor Selection Procedure

In accordance with the Minutes of the absentee meeting of the Tender Committee summarizing the results of the electronic tender for provision of mandatory annual audit services for RAS financial statements and IFRS financial statements dated March 14, 2024 (Minutes No. 4/2977634), the winning bidder was the joint participant consisting of CATR-AUDIT SERVICES, LLC (leader of the joint participant) and INTERCOM-AUDIT, LLC (member of the joint participant).

To participate in the tender, audit organizations were required to meet the following criteria:

- possess full legal capacity to enter into and perform the contract;
- not be undergoing liquidation proceedings;
- not be included in the Register of Bad-faith Suppliers;
- have no outstanding tax arrears, fees or other mandatory payments to the budgets of the budgetary system of the Russian Federation for the preceding calendar year in an amount exceeding twenty-five percent of the book value of the participant's assets according to its latest accounting (financial) statements;
- be a member of a self-regulatory organization of auditors;
- maintain professional liability insurance coverage.

The Audit Committee of the Company's Board of Directors oversees the auditor selection process. In particular, the Audit Committee is responsible for:

- a) participating in the development and approval of the terms and conditions of procurement procedures for selection of the external auditor, including determination of the set and weighting of bidder evaluation criteria and the procedure for evaluation of tender applications;
- b) supervising compliance of the Company's auditor selection procedure with applicable legislation and the Company's internal regulations through participation of a representative of the Audit Committee in the work of the procurement commission responsible for selecting the external auditor, either as a voting member of the commission or as an independent observer;
- c) assessing the independence, objectivity and absence of conflicts of interest of the Company's external auditor, including analysis of all relationships between the external auditor and the Company (provision of non-audit services, the amount of remuneration for audit and non-audit services, and other factors) in order to identify circumstances that may affect the auditor's independence;
- d) preparing recommendations for the Company's Board of Directors regarding the nomination of the external auditor.

The Company's Board of Directors submits the auditor (audit firm) candidate for consideration and approval by the General Shareholders Meeting.

The above auditor was also approved by resolution of the Annual General Shareholders Meeting in 2025 (Minutes No. 28 dated May 28, 2025).

The amount of remuneration payable to the auditor was approved by the resolution of the Company's Board of Directors dated April 28, 2025 (Minutes No. 580 dated May 5, 2025).

The cost of audit services for the Company in 2025 was established at RUB 4,994,236.97, including VAT.

In 2025, the auditors did not provide any non-audit services to the Company.

No assessment of the effectiveness of the external audit was conducted.

## 5.9. Registrar

By resolution of the Board of Directors of Rosseti Northern Caucasus, PJSC dated April 19, 2007 (Minutes No. 8 dated April 20, 2007), the Company appointed Registrar Society STATUS, Joint Stock Company as its registrar (License No. 10-000-1-00304 dated March 12, 2004, issued by the Federal Commission for the Securities Market and valid indefinitely).

Information regarding transfer agents is available on the registrar's website: <https://rostatus.ru>.

## 5.10. Management of Subsidiaries and Affiliates

### Subsidiaries

Dagestan Grid Company, JSC (until April 3, 2015 – Energoservice, OJSC) was established in 2011 pursuant to a resolution of the Company's Board of Directors dated December 21, 2010 (Minutes No. 68 dated December 24, 2010). Energoservice, OJSC was created to improve the energy efficiency of the Company and other grid operators operating within the North Caucasian Federal District. In June 2015, the Republic of Dagestan and Rosseti Northern Caucasus, PJSC entered into a cooperation agreement for implementation of the project aimed at establishing a joint-stock company, Dagestan Grid Company, and signed a Roadmap for the creation of a joint electric grid company and consolidation of the electric grid infrastructure of the Republic of Dagestan. Dagestan Grid Company, JSC was formed through the renaming of Energoservice, OJSC, accompanied by the adoption of a new corporate name, a new registered office location, and updated Russian Classification of Economic Activities (OKVED) codes, including code 40.10.2 "Electric Power Transmission". Pursuant to the Roadmap, electric grid assets of Rosseti Northern Caucasus, PJSC located in the Republic of Dagestan were leased to Dagestan Grid Company, JSC effective July 1, 2015. The Board of Directors of Rosseti Northern Caucasus, PJSC subsequently determined that ensuring the continuity of operations of the territorial grid organization in the Republic of Dagestan constituted a priority area of the Company's activities and approved a Roadmap for supporting the operation of the territorial grid organization in the Republic of Dagestan (Minutes No. 421 dated May 12, 2020). Dagestan Grid Company, JSC ceased its electricity transmission operations in June 2020, after which operational activities were transferred to the Dagenergo branch of Rosseti Northern Caucasus, PJSC. Rosseti Northern Caucasus, PJSC owns 100% of the shares of Dagestan Grid Company, JSC.

**Dagenergoset, OJSC** was established on January 27, 2010. Effective April 1, 2010, the electric grid assets of the Dagenergo branch were leased to Dagenergoset, OJSC. Dagenergoset, OJSC carried out electricity transmission activities within the Republic of Dagestan from 2010 through 2015. Rosseti Northern Caucasus, PJSC owns 100% of the shares of Dagenergoset, OJSC.

Rosseti Northern Caucasus, PJSC has no **affiliated companies**.

The interaction between Rosseti Northern Caucasus, PJSC and its subsidiaries is governed by the Company's Charter and internal regulations. In addition, Rosseti Northern Caucasus, PJSC applies the Procedure for Interaction between IDGC of Northern Caucasus, OJSC and Business Entities in Which IDGC of Northern Caucasus, OJSC Holds Shares (Interests), approved by the resolution of the Company's Board of Directors dated March 25, 2009 (Minutes No. 39 dated March 25, 2009). This Procedure:

- regulates the exercise by Rosseti Northern Caucasus, PJSC of its shareholder and participant rights in relation to its subsidiaries and affiliates, represented by shares and equity interests, in order to ensure the effective performance of the Company's representatives at general shareholders/participants meetings and on boards of directors and audit commissions of such entities;

- establishes general principles of corporate interaction between the Company and its subsidiaries regarding the matters specified in the Procedure, including corporate planning, organization and control of corporate actions when considering matters by the governing bodies of subsidiaries for which the Company's position (or the position of its representatives) must be determined in accordance with the Company's Charter.

The text of the Procedure is available on the Company's corporate website <https://www.rossetisk.ru> in the section "Shareholders and Investors / Charter and By-laws".

### 5.11. Share Capital and Securities Trading

#### General Information on Shares

|                                                         |                                                                                                     |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Type and Class of Shares                                | Ordinary shares                                                                                     |
| Authorized Capital (according to the Charter)           | RUB 2,093,354,170                                                                                   |
| Par value per share                                     | RUB 1                                                                                               |
| Authorized shares                                       | 6,280,062,510 pcs                                                                                   |
| Stock exchange platform                                 | Moscow Stock Exchange (Russia, Moscow)<br>Saint Petersburg Stock Exchange, PJSC<br>(Russia, Moscow) |
| Ticker                                                  | MRKK                                                                                                |
| Number and date of state registration of the main issue | 1-01-34747-E dated December 27, 2006                                                                |
| Date trading commenced on Moscow Exchange               | June 19, 2008                                                                                       |
| Included in index calculation base                      | Moscow Exchange Index of Regulated Companies                                                        |

#### Information on Share Issues

The initial placement of shares was carried out on August 4, 2006, the date of state registration of Rosseti Northern Caucasus, PJSC, through the acquisition of all shares by the sole founder, Unified Energy System of Russia (RAO UES of Russia).

| Issue (Additional Issue) | Prospect Registration Date | State Registration Date and Registration Number of the Issue (Additional Issue) | Date of Registration of the Report (or Submission of Notice) on the Results of the Issue (Additional Issue) | Number of Shares Placed, pcs. | Par Value per Share, RUB |
|--------------------------|----------------------------|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|-------------------------------|--------------------------|
| 1                        | Not registered             | December 27, 2006<br>1-01-34747-E                                               | December 27, 2006                                                                                           | 150,000                       | 1                        |
| 2                        | March 20, 2008             | March 20, 2008<br>1-01-34747-E-001D                                             | May 6, 2008                                                                                                 | 9,644,385                     | 1                        |
| 3                        | March 20, 2008             | March 20, 2008<br>1-01-34747-E-002D                                             | May 6, 2008                                                                                                 | 2,695,250                     | 1                        |
| 4                        | March 20, 2008             | March 20, 2008<br>1-01-34747-E-003D                                             | May 6, 2008                                                                                                 | 8,352,060                     | 1                        |
| 5                        | March 20, 2008             | March 20, 2008<br>1-01-34747-E-004D                                             | May 6, 2008                                                                                                 | 8,690,357                     | 1                        |
| 6                        | February 28, 2012          | March 28, 2012                                                                  | August 30, 2012                                                                                             | 26,560,436                    | 1                        |

| Issue<br>(Additional<br>Issue) | Prospect<br>Registration Date | State Registration Date and<br>Registration Number of the<br>Issue (Additional Issue) | Date of Registration of the<br>Report (or Submission of<br>Notice) on the Results of<br>the Issue (Additional Issue) | Number of<br>Shares Placed,<br>pcs. | Par Value per<br>Share, RUB |
|--------------------------------|-------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------------|
|                                |                               | 1-01-34747-E-005D                                                                     |                                                                                                                      |                                     |                             |
| 7                              | May 30, 2013                  | May 30, 2013<br>1-01-34747-E-006D                                                     | November 14, 2013                                                                                                    | 98,469,787                          | 1                           |
| 8                              | December 15, 2016             | December 15, 2016<br>1-01-34747-E                                                     | December 18, 2019                                                                                                    | 734,751,321                         | 1                           |
| 9                              | March 20, 2020                | March 20, 2020<br>1-01-34747-E                                                        | March 21, 2023                                                                                                       | 1,204,040,574                       | 1                           |
| <b>Total</b>                   |                               |                                                                                       |                                                                                                                      | 2,093,354,170                       |                             |

On August 10, 2023, the Bank of Russia registered an additional issue of ordinary shares of Rosseti Northern Caucasus, PJSC (registration number 1-01-34747-E-009D) comprising 6,280,062,510 shares.

**Key Terms of the Additional Share Issue:**

- method of placement: private subscription;
- placement price per additional ordinary share: RUB 13.82 (determined by the resolution of the Board of Directors dated May 22, 2023, Minutes No. 533 dated May 23, 2023);
- form of payment: the additional ordinary shares may be paid for in cash in Russian rubles through non-cash settlement and/or by property rights representing claims against Rosseti Northern Caucasus, PJSC for the payment of monetary funds, including rights arising in the future from existing or future obligations;
- end date of placement: August 10, 2026.

Funds received by the Company in 2025 from the placement of shares under the current issue were allocated to the following purposes:

- repayment of outstanding debt;
- implementation of the Priority Measures Program aimed at bringing production buildings and facilities of electrical network districts and sections of the Dagenargo branch of Rosseti Northern Caucasus, PJSC into compliance with regulatory requirements;
- financing of engineering and survey work;
- financing of the electricity loss reduction program;
- construction of substations.

These expenditures are provided for under the Company's Development Plan and are aimed at improving the reliability and development of the electric grid infrastructure of the North Caucasus Federal District, as well as creating the necessary conditions for the region's overall socio-economic development. During the reporting year, the Company implemented the updated Development Plan of Rosseti Northern Caucasus, PJSC, approved by the Board of Directors of Federal Grid Company – Rosseti, Public Joint Stock Company on December 29, 2022 (Minutes No. 604 dated December 30, 2022), as amended and supplemented by resolutions of the Board of Directors of Federal Grid Company – Rosseti, Public Joint Stock Company (Minutes No. 630 dated October 31, 2023; No. 638 dated December 22, 2023; No. 661 dated July 22, 2024; No. 672 dated December 19, 2024; No. 690 dated June 3, 2025; and No. 711 dated February 3, 2026), as well as by the resolution of the Company's Board of Directors dated March 10, 2023 (Minutes No. 528 dated March 13, 2023), as subsequently amended and supplemented by resolutions of the Company's Board of Directors (Minutes No. 549 dated February 28, 2024; No. 566 dated October 7, 2024; and No. 578 dated April 23, 2025). Successful implementation of the Development Plan will contribute to achieving the electric grid sector development targets established by the Strategy

for the Development of the Electric Grid Complex of the Russian Federation, approved by Order of the Government of the Russian Federation No. 511-r dated April 3, 2013.

### Share Capital Structure as of December 31, 2025

#### Information on Registered Persons in the Shareholder Register (excluding disclosure of nominee holder client data)\*

| Type of Shareholder                     | Number of Accounts | Number of Shares     | Share of Outstanding Shares, % |
|-----------------------------------------|--------------------|----------------------|--------------------------------|
| Individual shareholders                 | 2,159              | 777,701              | 0.01                           |
| Corporate shareholders                  | 54                 | 6,059,082,360        | 99.83                          |
| Joint ownership accounts                | 9                  | 6,803                | 0.0001                         |
| Nominee holders                         | 1                  | 9,251,189            | 0.15                           |
| Securities held by unidentified persons | 1                  | 13,905               | 0.0002%                        |
| <b>Total</b>                            | <b>2,224</b>       | <b>6,069,131,958</b> | <b>100</b>                     |

\* Including shares actually placed under the additional share issue No. 1-01-34747-E-009D dated August 10, 2023.

#### Shareholders Holding More Than 5% of the Charter Capital\*

| Shareholder and Registered Address                                                     | Reporting Date    | Number of Shares | Ownership Interest, % |
|----------------------------------------------------------------------------------------|-------------------|------------------|-----------------------|
| Federal Grid Company – Rosseti, Public Joint-Stock Company, Moscow, Russian Federation | December 31, 2025 | 5,997,259,627    | 98.82                 |

\* Including shares actually placed under the additional share issue No. 1-01-34747-E-009D dated August 10, 2023.

During 2025, there were no changes in the composition of persons having the right, directly or indirectly, to dispose of at least five percent of the voting rights attached to the Company's voting shares.

#### Participation of Residents and Non-Residents in the Charter Capital (as of May 3, 2025 – the date of preparation of the list of persons entitled to participate in the Annual General Shareholders Meeting)

| Type of Shareholder | Number of Shareholders | Number of Shares | Ownership Interest, % |
|---------------------|------------------------|------------------|-----------------------|
| Residents           | 6,035                  | 5,226,065,715    | 99.998                |
| Non-residents       | 23                     | 115,406          | 0.002                 |

Rosseti Northern Caucasus, PJSC does not hold any treasury shares. Controlled entities of Rosseti Northern Caucasus, PJSC do not own shares of the Company. The Company has not issued any preferred shares.

### The Company in the Stock Market

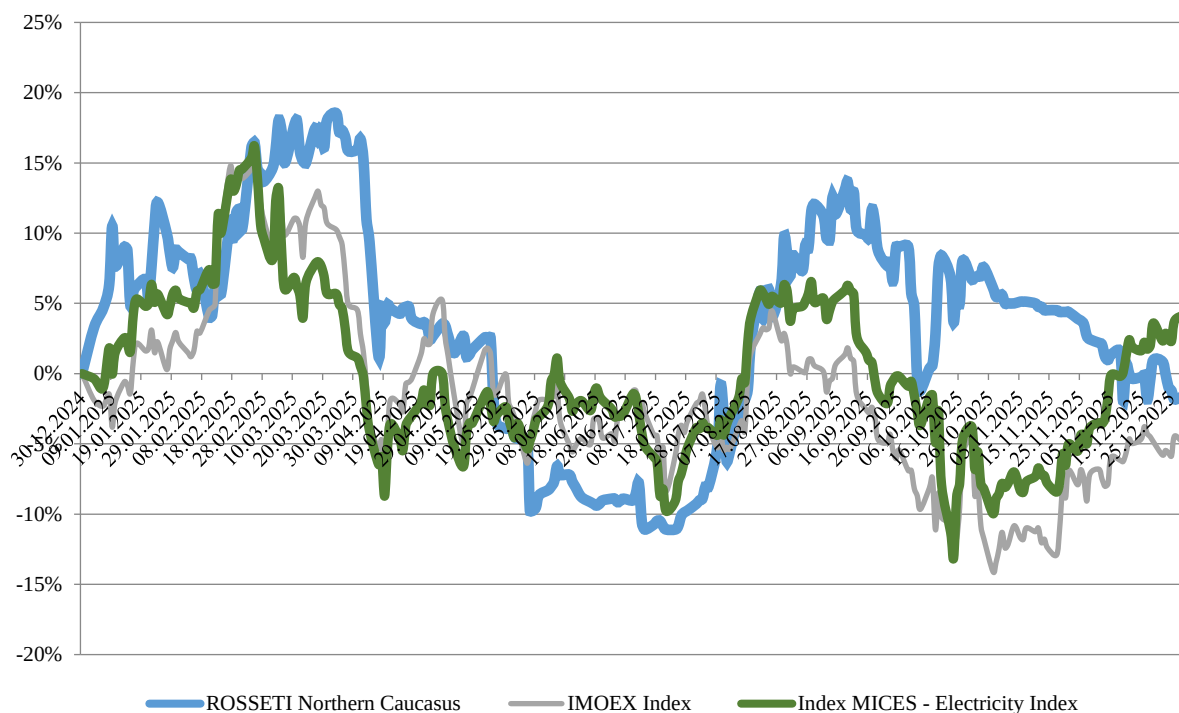
#### Market Capitalization, Share Price, and Share Performance for 2023–2025 (based on trading results on Moscow Exchange)

| Indicator | December 30, 2023 | December 28, 2024 | December 31, 2025 | Dynamics for 12 months (2025), % |
|-----------|-------------------|-------------------|-------------------|----------------------------------|
|-----------|-------------------|-------------------|-------------------|----------------------------------|

| Market price, RUB*                            | 24.08     | 16.4      | 16.14     | -1.6                             |
|-----------------------------------------------|-----------|-----------|-----------|----------------------------------|
| Market capitalization, RUB mn*                | 50,407.97 | 34,331.01 | 33,786.74 | -1.6                             |
| Indicator                                     | 2023      | 2024      | 2025      | Dynamics for 12 months (2025), % |
| Annual high price, RUB                        | 43.6      | 31.9      | 19.8      | -38.0                            |
| Annual low price, RUB                         | 11.7      | 14.1      | 14.2      | 0.6                              |
| Average daily trading volume, RUB mn          | 9.6       | 1.9       | 1.0       | -45.2                            |
| Average daily trading volume, thousand shares | 396.1     | 75.5      | 58.6      | -22.4                            |
| Average daily number of trades                | 1,265     | 264.7     | 204.9     | -22.6                            |

\* Source: Moscow Exchange website: <https://www.moex.com/s26>.

**The dynamics of the Company's share price, the MOEX Electric Utilities Index (MOEXEU), and the MOEX Russia Index (IMOEX) during 2025 are illustrated below.**



In 2025, the market price of Rosseti Northern Caucasus, PJSC shares and the Company's market capitalization decreased by 1.6%. Over the same period, the MOEX Electric Utilities Index (MOEXEU) increased by 4.9%, while the MOEX Russia Index (IMOEX) declined by 4.0%. The average daily trading volume of Rosseti Northern Caucasus, PJSC shares in 2025 amounted to RUB 1.0 mn, which was 45.2% lower than in 2024. Throughout 2025, the market price of Rosseti Northern Caucasus, PJSC shares demonstrated mixed performance, with an overall downward trend.

Pursuant to Resolution No. 1102 of the Government of the Russian Federation dated July 4, 2023, "On Particular Aspects of Disclosure and/or Provision of Information Subject to Disclosure and/or Provision under the Federal Law 'On Joint Stock Companies' and the Federal Law 'On the Securities Market'", public joint-stock companies in 2025 were entitled not to disclose, or to disclose in a limited form and/or scope, information otherwise required to be disclosed under the above-mentioned laws.

During 2025, Rosseti Northern Caucasus, PJSC continued the systematic implementation of its information policy. The Company believes that effective implementation of its information policy is one of the most important tools for interaction with shareholders, investors, and other stakeholders, contributing to the development of long-term relationships and trust. In 2025, for the purposes of monitoring compliance with the Company's information policy, maintaining transparency, and enhancing corporate governance practices, the Board of Directors reviewed the report on compliance with the Information Policy Regulation of Rosseti Northern Caucasus, PJSC for 2024 (Minutes No. 575 dated March 7, 2025).

### Interaction with Shareholders and Investors

The activities of Rosseti Northern Caucasus, PJSC involve responsibilities not only to its shareholders, but also to the state, suppliers, consumers, employees, and society as a whole.

The Company conducts its operations with due regard to the interests of its shareholders and seeks to maintain an effective dialogue with them based on the alignment of the Company's objectives and shareholder interests. The shareholders of the Company possess a full range of rights in relation to the Company, and the Board of Directors and executive management bodies are responsible for ensuring the protection and observance of those rights. The rights of the Company's shareholders are governed by applicable law, the Company's Charter and its internal regulations.

#### Key Shareholder Rights<sup>1</sup>

| Right                                                                             | Reference to Applicable Law and Charter of Rosseti Northern Caucasus, PJSC                                                                                             | Percentage of Voting Shares Held by a Shareholder (or Shareholders*) |     |     |      |      |
|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----|-----|------|------|
|                                                                                   |                                                                                                                                                                        | Any                                                                  | 1 % | 2 % | 10 % | 25 % |
| Voting on all matters within the competence of the General Shareholders Meeting   | Subclause 1, Clause 6.2 of Section 6, Clause 11.1 of Section 11 of the Charter, Article 31(2) of the Federal Law "On Joint Stock Companies"                            | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |
| Disposal of owned shares without consent of other shareholders or the Company     | Para. 4 of Clause 2.5 of Section 2 of the Charter, para. 4 of Clause Article 2(1) of the Federal Law "On Joint-Stock Companies"                                        | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |
| Submission of proposals to the agenda of the General Shareholders Meeting         | Subclause 2, Clause 6.2 of Section 6, Clause 13.1 of Section 13 of the Charter, Article 53(1) of the Federal Law "On Joint-Stock Companies"                            | X                                                                    | X   | ✓   | ✓    | ✓    |
| Access to information on the Company's activities and review of Company documents | Subclause 3 of Clause 6.2 of Section 6, Clause 26.5 of Section 26 of the Charter, Article 11(4), Article 91 of the Federal Law "On Joint-Stock Companies" <sup>2</sup> | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |

<sup>1</sup> Based on the regulations and corporate documents effective as of December 31, 2025.

<sup>2</sup> Until July 1, 2025, the right to access information and documents stipulated by Article 91(2) of the Federal Law "On Joint Stock Companies" was available to shareholder(s) jointly holding not less than 5% of the Company's voting shares (Federal Law No. 55-FZ dated March 14, 2022), where restrictive measures introduced by the European Union or the United States of America were in effect with respect to the Company.

| Right                                                                                                                              | Reference to Applicable Law and Charter of Rosseti Northern Caucasus, PJSC                                                                         | Percentage of Voting Shares Held by a Shareholder (or Shareholders*) |     |     |      |      |
|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----|-----|------|------|
|                                                                                                                                    |                                                                                                                                                    | Any                                                                  | 1 % | 2 % | 10 % | 25 % |
| Receipt of dividends declared by the Company                                                                                       | Subclause 4 of Clause 6.2 of Section 6 of the Charter, Article 31(2) of the Federal Law “On Joint Stock Companies”                                 | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |
| Pre-emptive right to acquire additionally issued shares and securities convertible into shares, in proportion to existing holdings | Subclause 5, Clause 6.2 of Section 6 of the Charter, para. 1, Clause Article 40(1) of the Federal Law “On Joint-Stock Companies”                   | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |
| Right to receive a portion of the assets of Rosseti Northern Caucasus, PJSC upon liquidation                                       | Subclause 6 of Clause 6.2 of Section 6 of the Charter, Article 31(2) of the Federal Law “On Joint Stock Companies”                                 | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |
| Access to the list of persons entitled to vote at the General Shareholders Meeting                                                 | Article 51(4) of the Federal Law “On Joint-Stock Companies” <sup>1</sup>                                                                           | X                                                                    | ✓   | ✓   | ✓    | ✓    |
| Nomination of candidates to the Board of Directors                                                                                 | Clause 13.1 of Section 13, Subclause 14.8.2, Clause 14.8 of Section 14 of the Charter, Article 53(1) of the Federal Law “On Joint-Stock Companies” | X                                                                    | X   | ✓   | ✓    | ✓    |
| Nomination of candidates to the Audit Commission                                                                                   | Clause 13.1 of Section 13 of the Charter, Article 53(1) of the Federal Law “On Joint-Stock Companies”                                              | X                                                                    | X   | ✓   | ✓    | ✓    |
| Requesting an extraordinary General Shareholders Meeting or absentee voting                                                        | Clause 14.1 of Section 14 of the Charter, Article 55(1) of the Federal Law “On Joint-Stock Companies”                                              | X                                                                    | X   | X   | ✓    | ✓    |
| Requesting an audit (inspection) of the financial and business activities of Rosseti Northern Caucasus, PJSC                       | Clause 24.9 of Section 24 of the Charter, Article 85(3) of the Federal Law “On Joint-Stock Companies”                                              | X                                                                    | X   | X   | ✓    | ✓    |
| Access to accounting records and Management Board minutes and obtaining copies thereof                                             | Section 26 of the Charter, Article 91(5) of the Federal Law “On Joint-Stock Companies”                                                             | X                                                                    | X   | X   | X    | ✓    |
| Challenging decisions of the Company’s governing bodies that produce civil law consequences in                                     | Subclause 7, Clause 6.2 of Section 6 of the Charter, Article 49(7), Article 68(6)                                                                  | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |

<sup>1</sup> Until July 1, 2025, the right to access information and documents stipulated by Article 91(2) of the Federal Law “On Joint Stock Companies” was available to shareholder(s) jointly holding not less than 5% of the Company’s voting shares (Federal Law No. 55-FZ dated March 14, 2022), where restrictive measures introduced by the European Union or the United States of America were in effect with respect to the Company.

| Right                                                                                                                                                                                                | Reference to Applicable Law and Charter of Rosseti Northern Caucasus, PJSC                                                                         | Percentage of Voting Shares Held by a Shareholder (or Shareholders*) |     |     |      |      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----|-----|------|------|
|                                                                                                                                                                                                      |                                                                                                                                                    | Any                                                                  | 1 % | 2 % | 10 % | 25 % |
| cases and according to procedures established by the law of the Russian Federation                                                                                                                   | of the Federal Law “On Joint-Stock Companies”                                                                                                      |                                                                      |     |     |      |      |
| Claim for compensation of losses caused to the Company                                                                                                                                               | Subclause 8 of Clause 6.2 of Section 6 of the Charter, para. 4 of Clause Article 6(3), Article 71(5) of the Federal Law “On Joint-Stock Companies” | ✓                                                                    | ✓   | ✓   | ✓    | ✓    |
| Challenging transactions entered into by the Company on grounds provided by Russian law and seeking application of the consequences of their invalidity, including consequences of void transactions | Para. 9 of Clause 6.2 of Section 6 of the Charter, Article 79(6), Article 84(1) <sup>1</sup> of the Federal Law “On Joint-Stock Companies”         | X                                                                    | ✓   | ✓   | ✓    | ✓    |

\* Shareholders collectively holding the specified percentage of voting shares may exercise the relevant right jointly.

✓ – Right available.

X – Right not available.

To ensure shareholders are able to exercise their rights, the Company regularly discloses and/or provides shareholders with information on various matters relating to its activities. Timely disclosure of information regarding the Company’s operations is also a key element of interaction with the investment community. Rosseti Northern Caucasus, PJSC interacts with shareholders and investors and discloses the information, inter alia, on the basis of the relevant plan, which is published on the corporate [website](#) of the Company in the section “To Shareholders and Investors / Investor Calendar”.

See more details about the information disclosure policy for shareholders and investors in subsection “Disclosure of Information on the Securities Market”.

Contact details for shareholders and investors are available on the Company’s website – <https://www.rossetisk.ru> in sections “Company / Contact Data and Details” and “For Shareholders and Investors / Contact Data”.

## 5.12. Profit Distribution and Dividend Policy

### Dividend Policy

The Company’s dividend policy is governed by the Dividend Policy Regulations approved by a resolution of the Company’s Board of Directors dated February 5, 2018 (Minutes No. 330 dated February 6, 2018). The text of the Regulations is published on the Company’s website in the “For Shareholders and Investors / Charter and By-Laws / Dividend Policy Documents” section at: [https://www.rossetisk.ru/shareholders\\_and\\_investors/dokumenty/dokumenty\\_dividendnoy\\_politiki/](https://www.rossetisk.ru/shareholders_and_investors/dokumenty/dokumenty_dividendnoy_politiki/).

<sup>1</sup> Until July 1, 2025, the right to access information and documents, as well as the right to bring a claim before a court stipulated by Article 84(1) of the Federal Law “On Joint Stock Companies”, was available to shareholder(s) jointly holding not less than 5% of the Company’s voting shares, where restrictive measures introduced by the European Union or the United States of America were in effect with respect to the Company (Federal Law No. 55-FZ dated March 14, 2022).

### Key Principles of the Company's Dividend Policy:

- compliance of the Company's dividend accrual and payment practices with Russian law and corporate governance standards (Order of the Government of the Russian Federation No. 1094-r dated May 29, 2017);
- maintaining an optimal balance between the interests of the Company and its shareholders;
- determination of dividend amounts at not less than 50% of net profit calculated on the basis of financial statements, including consolidated financial statements prepared in accordance with International Financial Reporting Standards (IFRS), and determined in accordance with the procedure established by the Regulations;
- providing the possibility of quarterly dividend payments where the relevant criteria are met;
- ensuring maximum transparency and clarity of the dividend calculation mechanism and payment procedure;
- maintaining positive growth in dividend payments, provided that the Company's net profit increases;
- accessibility of information on the Company's dividend policy to shareholders and other stakeholders;
- maintaining the required level of the Company's financial and technical condition, including implementation of the investment program, while ensuring the Company's long-term development prospects.

### Distribution of the Company's Profit for 2022–2024, RUB thousand\*

| Indicator                                                     | For 2022<br>(Annual General Shareholders Meeting of the Company in 2023) | For 2023<br>(Annual General Shareholders Meeting of the Company in 2024) | For 2024 (Annual General Shareholders Meeting of the Company in 2025) |
|---------------------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------------------|-----------------------------------------------------------------------|
| Retained earnings (loss) for the reporting period, including: | (11,265,874)                                                             | (11,863,215)                                                             | (17,093,201)                                                          |
| Reserve fund                                                  | –                                                                        | –                                                                        | –                                                                     |
| Profit allocated for development                              | –                                                                        | –                                                                        | –                                                                     |
| Dividends                                                     | –                                                                        | –                                                                        | –                                                                     |
| Coverage of losses from previous years                        | –                                                                        | –                                                                        | –                                                                     |

\* Information on profit distribution in accordance with the resolutions of the General Shareholders Meeting:

- for 2022 (resolution adopted by the Annual General Shareholders Meeting on June 15, 2023; Minutes No. 26 of the Annual General Shareholders Meeting dated June 19, 2023);
- for 2023 (resolution adopted by the Annual General Shareholders Meeting on June 13, 2024; Minutes No. 27 of the Annual General Shareholders Meeting dated June 13, 2024);
- for 2024 (resolution adopted by the General Shareholders Meeting on May 28, 2025; Minutes No. 28 of the Annual General Shareholders Meeting dated May 28, 2025).

The resolution on the distribution of the Company's net profit (loss) for 2025 will be adopted at the Annual General Shareholders Meeting of the Company, taking into account the recommendations of the Company's Board of Directors.

### Contact Information

#### Full corporate name:

Публичное акционерное общество «Россети Северный Кавказ» (Russian)  
Public Joint Stock Company "ROSSETI Northern Caucasus" (English)

#### Abbreviated corporate name:

ПАО «Россети Северный Кавказ» (Russian)  
ROSSETI Northern Caucasus, PJSC (English)

**Postal address:**

13A Podstantsionnaya St., Pyatigorsk, Stavropol Territory, 357506, Russian Federation

**Corporate website:**

<https://www.rossetisk.ru/>

**Primary State Registration Number (OGRN):**

1062632029778

**Taxpayer Identification Number / Tax Registration Reason Code (TIN/KPP):**

2632082033/785150001

**Telephone (Reception Office):**

+7 (8793) 40-17-11, 34-66-80/81/82

**Fax:**

+7 (8793) 40-18-20

**Email:**

[info@rossetisk.ru](mailto:info@rossetisk.ru)

**General Director**

Roman Alekseevich Levchenko

Telephone (Reception Office): +7 (8793) 40-17-11, 34-66-80/81/82

Fax (Reception Office): +7 (8793) 40-18-20

**Shareholder and Investor Relations Service**

Anton Yurievich Yezhek, Acting Head of the Shareholder Relations Division of the Corporate Governance and Shareholder Relations Department

Telephone: +7 (8793) 23-91-67

Email address: [ir@rossetisk.ru](mailto:ir@rossetisk.ru)

Contact information for shareholders and investors is available on the Company's website at <https://www.rossetisk.ru> in the sections "Company / Contacts and Details" and "Shareholders and Investors / Contacts"

**Corporate Secretary**

Marina Khalitovna Kumukova

Telephone: +7 (8793) 34-66-80

Email address: [ir@rossetisk.ru](mailto:ir@rossetisk.ru)

**Customer Hotline:**

8 (800) 775-91-12

**Online Reception Office:**

<https://www.rossetisk.ru/customer/sistema-obsluzhivaniia-potrebitelei/internet-priemnaia/reception/>

**Registrar:**

STATUS JSC

Address: 23 Novokhokhlovskaya St., Bldg. 1, Premises 1, Moscow, 109052, Russian Federation

Address on the Internet: <http://www.rostatus.ru>

E-mail address: [office@rostatus.ru](mailto:office@rostatus.ru)

Telephone: +7 (495) 280-04-87

Fax: +7 (495) 678-71-10

License No. 10-000-1-00304 dated March 12, 2004 (unlimited validity period), issued by the Federal Commission for the Securities Market

The contact information and corporate details of ROSSETI Northern Caucasus, PJSC are available on the Company's website in the section "Company / Contacts and Details".

## Glossary

For the purposes of this Annual Report, the following key terms, definitions and abbreviations are used.

| Abbreviations and Acronyms |                                                                                                                      |
|----------------------------|----------------------------------------------------------------------------------------------------------------------|
| EBITDA                     | Earnings Before Interest, Taxes, Depreciation and Amortization                                                       |
| ESG                        | Environmental, Social and Corporate Governance                                                                       |
| PR                         | Public relations (public relations, public communication, public affairs, community connections, public interaction) |
| RAB                        | Regulatory Asset Base; the return on invested capital regulatory methodology                                         |
| JSC                        | Joint-Stock Company                                                                                                  |
| JSC-Energo                 | Joint-Stock Company for Power Engineering and Electrification                                                        |
| ATRC                       | All-Season Tourist and Recreation Complex                                                                            |
| HVTL                       | High-Voltage Transmission Line                                                                                       |
| HVTL                       | Overhead Power Line(s)                                                                                               |
| FOCL                       | Fiber-Optic Communication Line(s)                                                                                    |
| HEI                        | Higher Education Institution                                                                                         |
| city /                     | year (as the context may require)                                                                                    |
| years                      | years                                                                                                                |
| STRBC                      | State Television and Radio Broadcasting Company                                                                      |
| HPP / CES                  | Hydroelectric Power Plant / City Electric Networks (as the context may require)                                      |
| Subsidiary / Affiliate     | Subsidiary or Affiliated Company                                                                                     |
| Director                   | Member of the Board of Directors of Rosseti Northern Caucasus, PJSC                                                  |
| units                      | unit                                                                                                                 |

|                     |                                             |
|---------------------|---------------------------------------------|
| unit of measurement | unit of measurement                         |
| UES of Russia       | Unified Energy System of Russia             |
| HCS                 | Housing and Utilities Sector                |
| named after         | Named after                                 |
| INN                 | Taxpayer identification number              |
| IT                  | information technology                      |
| km                  | kilometer                                   |
| KPI                 | Key Performance Indicators                  |
| CIF                 | Caucasus Investment Forum                   |
| PTL                 | Power Transmission Line                     |
| MEC                 | Multifunctional Exhibition Center           |
| mn                  | million                                     |
| bn                  | billion                                     |
| MICEX               | MICEX Stock Exchange, CJSC                  |
| IDGC                | Interregional Distribution Grid Company     |
| SME                 | Small and medium-sized enterprises          |
| IFRS                | International Financial Reporting Standards |
| RGR                 | Required gross revenue                      |
| VAT                 | value added tax                             |
| R&D                 | Research and development                    |
| NCP                 | Non-commercial partnership                  |
| OJSC                | Open Joint-Stock Company                    |
| LLC                 | Limited Liability Company                   |
| RAD                 | regulatory and administrative documents     |
| WECM                | Wholesale Electricity and Capacity Market   |
| PJSC                | Public Joint-Stock Company                  |
| sub-clause          | Sub-clause                                  |
| p.p.                | percentage point                            |
| SS                  | substation                                  |
| RIS                 | Regional Investment Standard                |
| RAS                 | Russian Accounting Standards                |
| RTS                 | RTS Stock Exchange, JSC                     |

|                                                                         |                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| RUB                                                                     | ruble                                                                                                                                                                                                                         |
| RF                                                                      | Russian Federation                                                                                                                                                                                                            |
| DPG                                                                     | district power grids                                                                                                                                                                                                          |
| NCFD                                                                    | North Caucasian Federal District                                                                                                                                                                                              |
| media                                                                   | mass media                                                                                                                                                                                                                    |
| BTGC                                                                    | backbone territorial grid company                                                                                                                                                                                             |
| page                                                                    | page                                                                                                                                                                                                                          |
| TS                                                                      | transformer substation/technical connection (depending on the context)                                                                                                                                                        |
| TGO                                                                     | territorial grid organization                                                                                                                                                                                                 |
| thsd                                                                    | thousand                                                                                                                                                                                                                      |
| FKPI                                                                    | functional key performance indicators                                                                                                                                                                                         |
| units                                                                   | piece                                                                                                                                                                                                                         |
| CPB                                                                     | central procurement body                                                                                                                                                                                                      |
| CEC                                                                     | Central Electoral Commission                                                                                                                                                                                                  |
| <b>Units of measurement</b>                                             |                                                                                                                                                                                                                               |
| Ampere (A)                                                              | unit of electric current measurement in the International System of Units (SI)                                                                                                                                                |
| Watt (W)                                                                | unit of power measurement in the International System of Units (SI)                                                                                                                                                           |
| Watt-hour (Wh)                                                          | non-standard measurement unit of work or amount of generated energy. It is used primarily for measuring power consumption at home, in national economy and for measurement of power generation in the power industry          |
| Volt (V)                                                                | unit of voltage measurement in the International System of Units (SI). It is equal to the electrical voltage causing a constant current in the circuit at 1 amp power output 1 Watt                                           |
| Volt-ampere (VA)                                                        | non-standard measurement unit of full capacity of electric current                                                                                                                                                            |
| Liter (l)                                                               | metric unit of volume measurement                                                                                                                                                                                             |
| <b>Terms</b>                                                            |                                                                                                                                                                                                                               |
| Earnings before Interest, Taxes, Depreciation and Amortization (EBITDA) | An analytical indicator representing earnings before interest expense, income taxes, depreciation and amortization.                                                                                                           |
| Dividend Policy                                                         | A set of principles and methods applied by the Company to determine the proportion between the capitalized portion of the Company's profit and the portion distributed as dividends, as well as a system of relationships and |

|                                                 |                                                                                                                                                                                                                                                                                                                                                                                                             |
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|                                                 | principles governing the procedure and timing of dividend payments and establishing the Company's responsibility for the fulfillment of its obligation to pay dividends.                                                                                                                                                                                                                                    |
| Unified National (All-Russian) Electric Grid    | A complex of electric grids and other electric grid facilities owned by electric power industry entities on the basis of ownership or other grounds provided for by federal laws, ensuring reliable electricity supply to consumers, the functioning of the wholesale electricity market, and the parallel operation of the Russian electric power system and the electric power systems of foreign states. |
| Unified Energy System of Russia (UES of Russia) | A combination of production and other property assets of the electric power industry interconnected through a unified process of electricity generation (including combined generation of electric and thermal energy) and electricity transmission under centralized operational dispatch control in the electric power industry.                                                                          |
| Sole Executive Body                             | An officer acting on behalf of a company pursuant to its charter and vested with the authority to exercise the legal capacity of the company in all matters not falling within the competence of the company's other governing bodies                                                                                                                                                                       |
| Investment Community                            | Investors, analysts, professional participants of the securities market, rating agencies, and other specialized financial, investment and consulting organizations.                                                                                                                                                                                                                                         |
| Interregional Distribution Grid Company (IDGC)  | Open joint-stock companies established during the restructuring of the electric power industry and formed as operating (or operating-holding) companies through the reorganization of interregional and regional grid companies by way of merger.                                                                                                                                                           |
| Required Gross Revenue (RGR)                    | The economically justified amount of financial resources required by an organization to carry out regulated activities during the applicable regulatory period.                                                                                                                                                                                                                                             |
| Distribution Grid Companies                     | Open joint-stock companies established as a result of the functional unbundling of regional power and electrification companies (JSC-Energo) and operating on the basis of electric grid facilities that do not form part of the Unified National (All-Russian) Electric Grid.                                                                                                                              |
| Registrar                                       | legal entity acting as a professional participant in the securities market and providing services to a joint-stock company in maintaining the shareholders register, registering transfers of title to shares, distributing materials to shareholders, and rendering other related services.                                                                                                                |

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| Market Capitalization                                                                                | The product of the number of issued shares of the relevant class (type) and the market price per share disclosed by the organizer of trading in the securities market.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Editorial Conventions Used in the Report</b>                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Interested Parties / Stakeholders (except for information relating to interested-party transactions) | Shareholders, customers, counterparties and business partners, investors, public authorities, employees of ROSSETI Northern Caucasus, PJSC, and other individuals and legal entities interested in the financial and business activities of ROSSETI Northern Caucasus, PJSC. The term “Interested Parties” corresponds to the term “Stakeholders” as used in international practice to designate this category of persons.                                                                                                                                                                                                                                           |
| Executive Office (Management Office)                                                                 | The management office (head office) of ROSSETI Northern Caucasus, PJSC responsible for financial accounting and control, system-wide coordination, and administrative management of the Company’s branches and managed entities.                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Executive Director                                                                                   | A member of the executive management body (bodies) of ROSSETI Northern Caucasus, PJSC.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Company, the Company                                                                                 | <p>ROSSETI Northern Caucasus, PJSC as a legal entity (which may also be referred to by its former corporate names: Southern Electric Grid Company, OJSC (SGC); IDGC of Northern Caucasus, OJSC; and IDGC of Northern Caucasus, PJSC).</p> <p><b>Additional information regarding the use of the Company’s name is provided in the section “Disclaimer”.</b></p>                                                                                                                                                                                                                                                                                                      |
| Corporate Governance                                                                                 | A system of relationships among the Company’s executive management bodies, the Board of Directors, shareholders and other stakeholders, serving as a mechanism for determining the Company’s objectives and the means of achieving them, as well as ensuring effective oversight of the Company’s activities by shareholders and other stakeholders.                                                                                                                                                                                                                                                                                                                 |
| Independent Director                                                                                 | In accordance with the Corporate Governance Code (recommended by the Bank of Russia pursuant to Letter No. 06-52/2463 dated April 10, 2014), an independent director is recommended to be a person possessing sufficient professionalism, experience and independence to form his or her own position and capable of making objective and conscientious judgments independent of the influence of the Company’s executive management bodies, particular groups of shareholders or other interested parties. Under normal circumstances, a candidate (or elected member of the Board of Directors) may not be regarded as independent if he or she is affiliated with |

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|                        | the Company, a significant shareholder, a material counterparty, a competitor of the Company, or the state. Additional criteria are set forth in Clauses 103–107 of the Corporate Governance Code.                                                                                                          |
| Non-Executive Director | A member of the Board of Directors who is not a member of the executive management bodies of the joint-stock company and does not satisfy all of the criteria applicable to an Independent Director.                                                                                                        |
| Managed Company        | A legal entity managed by ROSSETI Northern Caucasus, PJSC pursuant to an agreement on the transfer of the powers of the sole executive body. As of the end of 2025, the managed companies of ROSSETI Northern Caucasus, PJSC were: grid company – Chechenenergo, JSC; other company – Sevkavkazenergo, JSC. |

### Disclaimer

This Annual Report of ROSSETI Northern Caucasus, PJSC for 2025 is intended solely for informational purposes and does not constitute investment advice or an offer, solicitation or inducement to engage in transactions involving the securities of ROSSETI Northern Caucasus, PJSC. The Annual Report has been prepared on the basis of information available to ROSSETI Northern Caucasus, PJSC as of the date of its preparation.

The Annual Report contains information regarding the operating results of ROSSETI Northern Caucasus, PJSC for 2025 (and, in certain cases, for earlier periods), as well as assessments and forecasts of the authorized governing bodies of ROSSETI Northern Caucasus, PJSC concerning future events, the prospects for the development of ROSSETI Northern Caucasus, PJSC and the industry in which the Company conducts its principal business activities, and the likelihood of the occurrence of certain events and the implementation of certain actions.

Information regarding members of the Company's governing bodies is presented on the basis of information available to the Company for the preceding five years.

All forward-looking statements contained in this Annual Report, as well as any subsequent oral or written forward-looking statements attributable to ROSSETI Northern Caucasus, PJSC or any person acting on its behalf, are expressly qualified in their entirety by the cautionary statements set forth below. Forward-looking statements may include, among other things, statements relating to business operations, financial condition, revenues, economic indicators, operating and production results, policies regarding production and consumption volumes, costs and expenses, development prospects, asset useful lives, reserves, commencement and completion dates of production projects, acquisitions, liquidations or disposals of specific legal entities, other similar factors and economic forecasts concerning the activities of ROSSETI Northern Caucasus, PJSC, as well as the industries and markets in which it operates. Any statement contained in this Annual Report that does not relate exclusively to historical facts may constitute a forward-looking statement. Words and expressions such as “believes”, “expects”, “intends”, “plans”, “will”, “may”, “should”, “could”, “assumes”, “estimates”, “seeks”, “considers”, “proceeds from”, “continues”, “aims” and similar expressions, including their negative forms, generally indicate the forward-looking nature of a statement.

Any opinions and forecasts presented in this Annual Report represent the judgment of ROSSETI Northern Caucasus, PJSC, its governing bodies, management and employees as of the date of preparation of this Annual Report. If the date of this Annual Report is no longer current, the opinions and forecasts contained herein may no longer reflect the current views of the Company's

management or governing bodies. Accordingly, the information contained in this Annual Report should not be regarded as complete, comprehensive or definitive.

Forward-looking statements are not guarantees of future performance, and the actual results of ROSSETI Northern Caucasus, PJSC may differ materially from those projected in such statements for a variety of reasons. These reasons include a number of known and unknown risks, uncertainties and other factors. ROSSETI Northern Caucasus, PJSC makes no representation or warranty (except as required under the laws of the Russian Federation) that its actual results, scale of operations, performance indicators, or the performance of the industry in which it operates will correspond to the results, scale of operations or performance indicators expressly or impliedly contained in any forward-looking statements included in this Annual Report. ROSSETI Northern Caucasus, PJSC undertakes no obligation to distribute or publish any updates or revisions to any forward-looking statements to reflect any change in expectations, new information, or subsequent events, conditions or circumstances. Investment in securities of ROSSETI Northern Caucasus, PJSC involves the risks described in this Annual Report. Neither ROSSETI Northern Caucasus, PJSC, nor its governing bodies, officers or employees shall be liable for any losses arising from the use of this Annual Report or its contents, or otherwise arising in connection with this Annual Report.

On March 24, 2020, amendments to the Company's Charter were registered providing for the change of the Company's corporate name from IDGC of Northern Caucasus, PJSC to ROSSETI Northern Caucasus, PJSC. Accordingly, throughout this Annual Report the Company may be referred to as ROSSETI Northern Caucasus, PJSC when describing events or presenting reporting data relating to periods preceding the change of name. Therefore, where relevant, it should be taken into account that during its existence the Company has operated under the following corporate names: from August 4, 2006 to August 1, 2007 – Southern Electric Grid Company, OJSC (SGC); from August 1, 2007 to July 2, 2015 – IDGC of Northern Caucasus, OJSC; from July 2, 2015 to March 24, 2020 – IDGC of Northern Caucasus, PJSC; since March 24, 2020 – ROSSETI Northern Caucasus, PJSC.

Public Joint-Stock Company “Federal Grid Company – Unified Energy System” (FGC UES), the former corporate name of the legal entity, changed its corporate name. The full corporate name of the Company in Russian is Public Joint-Stock Company “Federal Grid Company – ROSSETI”; in English – “Federal Grid Company – ROSSETI”, Public Joint-Stock Company. The abbreviated corporate name of the Company in Russian is PJSC ROSSETI; in English – “ROSSETI”, PJSC. The relevant amendments to the Company's Charter were registered by Interdistrict Inspectorate No. 46 of the Federal Tax Service for Moscow on October 12, 2022 (State Registration Number 2227709623304).

On January 9, 2023, an entry was made in the Unified State Register of Legal Entities (USRLE) confirming the completion of the reorganization through the merger of ROSSETI, PJSC (Primary State Registration Number (OGRN) 1087760000019), DVEUK-ENES, JSC, Tomsk Backbone Grids, OJSC, and Kuban Backbone Grids, JSC into Public Joint-Stock Company “Federal Grid Company – ROSSETI”. Accordingly, ROSSETI, PJSC (OGRN 1087760000019), DVEUK-ENES, JSC, Tomsk Backbone Grids, OJSC, and Kuban Backbone Grids, JSC ceased to exist as separate legal entities as of January 9, 2023.

REPORT  
on Compliance with the Principles and Recommendations of the Corporate Governance Code  
Corporate Governance Code

This Report on Compliance with the Principles and Recommendations of the Corporate Governance Code <sup>46</sup>(the “Report”) was reviewed by the Board of Directors of ROSSETI Northern Caucasus, PJSC (the “Company”) on April 23, 2026 (Minutes No. 603 dated April 24, 2026).

The Board of Directors confirms that the information contained in this Report is complete and accurate and reflects the Company’s compliance with the principles and recommendations of the Corporate Governance Code during 2025.

The assessment of compliance with the principles and recommendations of the Corporate Governance Code has been carried out by the Company in accordance with the methodology recommended by the Bank of Russia in Information Letter No. IN-06-28/102 dated December 27, 2021 “On Disclosure in the Annual Report of a Public Joint-Stock Company of a Report on Compliance with the Principles and Recommendations of the Corporate Governance Code”.

This Report constitutes an appendix to the Company’s Annual Report for 2025, which contains a description of the most significant aspects of the Company’s corporate governance model and practices.

| No.   | Corporate Governance Principles                                                                                                                                                                                                                                   | Criteria for Assessing Compliance with the Corporate Governance Principle                                                                                                                                                                                                                                                                 | Compliance Status                                                                                                                                   | Explanation of Any Deviation from the Criteria for Assessing <sup>47</sup> |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| 1     | 2                                                                                                                                                                                                                                                                 | 3                                                                                                                                                                                                                                                                                                                                         | 4                                                                                                                                                   | 5                                                                          |
| 1.1   | The Company shall ensure equal and fair treatment of all shareholders in the exercise of their right to participate in the management of the Company.                                                                                                             |                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                     |                                                                            |
| 1.1.1 | The Company creates the most favorable conditions for shareholders to participate in the General Shareholders Meeting, to develop an informed position on agenda items, coordinate their actions, and express their views on matters submitted for consideration. | 1. The Company provides accessible means of communication with the Company, such as a hotline, e-mail address, or Internet forum, enabling shareholders to express their views and submit questions regarding the agenda during the preparation for the General Shareholders Meeting. Such communication channels were established by the | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                            |

<sup>46</sup> The Corporate Governance Code approved by the Board of Directors of the Bank of Russia on March 21, 2014 and recommended for application by joint-stock companies pursuant to the Bank of Russia Letter No. 06-52/2463 dated April 10, 2014 “On the Corporate Governance Code” (hereinafter also referred to as the “Code”).

<sup>47</sup> Additional information regarding the methodology used by the Company to assess and analyze compliance with the corporate governance principles set forth in the Code is provided in the section “Corporate Governance Report” of the Company’s Annual Report for 2025.

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|           |                                                                                                                                                                                                                                                                                                                | Company and made available to shareholders in preparation for each General Shareholders Meeting held during the reporting period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                  |  |
| 1.1.<br>2 | The procedure for notification of the General Shareholders Meeting and provision of meeting materials enables shareholders to properly prepare for participation therein.                                                                                                                                      | <p>1. During the reporting period, notice of the General Shareholders Meeting was posted (published) on the Company's website no later than 30 days prior to the date of the meeting, unless a longer period was required by law.</p> <p>2. The notice of the meeting specified the documents required for admission to the meeting venue.</p> <p>3. Shareholders were provided with access to information regarding the persons who proposed agenda items and nominated candidates to the Board of Directors and the Auditing Commission of the Company (where the formation of such commission is provided for by the Company's Charter).</p> | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> |  |
| 1.1.<br>3 | During the preparation for and conduct of the General Shareholders Meeting, shareholders had the opportunity to receive information regarding the meeting and related materials in a timely and unhindered manner, ask questions to the executive management bodies and members of the Board of Directors, and | <p>1. During the reporting period, shareholders were provided with an opportunity to ask questions to members of the executive management bodies and members of the Board of Directors both during the preparation for and during the General Shareholders Meeting.</p> <p>2. The position of the Board of Directors (including any dissenting opinions recorded in the minutes, if any) on each</p>                                                                                                                                                                                                                                            | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> |  |

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|       | communicate with one another.                                                                                                                                                                                                                            | agenda item of the General Shareholders Meetings held during the reporting period was included in the meeting materials.<br>3. The Company provided shareholders entitled thereto with access to the list of persons entitled to participate in the General Shareholders Meeting from the date such list was received by the Company in all cases where General Shareholders Meetings were held during the reporting period.                             |                                                                                                                                                     |  |
| 1.1.4 | The exercise of shareholders' rights to demand the convening of a General Shareholders Meeting, nominate candidates to the Company's governing bodies and submit proposals for inclusion in the agenda was not associated with unjustified difficulties. | 1. The Company's Charter establishes a period of not less than 60 days after the end of the relevant calendar year for shareholders to submit proposals for inclusion in the agenda of the Annual General Shareholders Meeting.<br>2. During the reporting period, the Company did not reject agenda proposals or nominations to the Company's governing bodies due to typographical errors or other immaterial deficiencies in shareholders' proposals. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 1.1.5 | Each shareholder had the opportunity to exercise voting rights freely through the simplest and most convenient means available.                                                                                                                          | 1. The Company's Charter provides for the possibility of completing an electronic ballot form via the website specified in the notice of the General Shareholders Meeting.                                                                                                                                                                                                                                                                               | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |

|           |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                  |  |
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| 1.1.<br>6 | <p>The procedure established by the Company for conducting General Shareholders Meetings ensures that all persons attending the meeting have an equal opportunity to express their views and ask questions of interest.</p> | <p>1. For General Shareholders Meetings held during the reporting period in the form of a meeting (joint attendance of shareholders), sufficient time was allocated for presentations on agenda items and for discussion thereof, and shareholders were given the opportunity to express their views and ask questions regarding the agenda.</p> <p>2. Candidates to the Company's management and control bodies were invited and all necessary measures were taken to ensure their participation in the General Shareholders Meeting at which their candidacies were submitted for voting. Candidates attending the meeting were available to answer shareholders' questions.</p> <p>3. The Sole Executive Body, the person responsible for accounting, and the Chairperson or other members of the Board of Directors Audit Committee were available to answer shareholders' questions at General Shareholders Meetings held during the reporting period.</p> <p>4. During the reporting period, the Company used telecommunication facilities to provide shareholders with remote access for participation in General Shareholders Meetings, or the Board of Directors adopted a reasoned</p> | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> |  |
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|       |                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |                                                                                                                                                 | decision regarding the absence of a need or possibility to use such facilities during the reporting period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 1.2   | Shareholders are provided with an equal and fair opportunity to participate in the Company's profits through the receipt of dividends.          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 1.2.1 | The Company has developed and implemented a transparent and understandable mechanism for determining the amount of dividends and their payment. | <p>1. The Company's Dividend Policy Regulations have been approved by the Board of Directors and disclosed on the Company's website.</p> <p>2. Where the dividend policy of a company preparing consolidated financial statements uses the Company's reporting indicators to determine dividend amounts, the relevant provisions of the dividend policy take into account consolidated financial reporting indicators.</p> <p>3. The rationale for the proposed distribution of net profit, including dividend payments and allocations for the Company's own needs, together with an assessment of compliance with the Company's Dividend Policy and explanations and economic justification for allocating a portion of net profit to the Company's own needs, was included in the materials for the General Shareholders Meeting whose agenda included the issue of profit distribution (including the payment or declaration of dividends).</p> | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Complied with.</p> <p>2. Complied with.</p> <p>3. Compliance with this criterion cannot be assessed, as no distribution of net profit was made due to the loss incurred during the reporting period.</p> <p>Should the Company generate net profit, the rationale for the proposed distribution of net profit, including dividend payments and allocations for the Company's own needs, together with an assessment of compliance with the Company's Dividend Policy and explanations and economic justification for allocating a portion of net profit to the Company's own needs, will be included in the materials for the Annual General Shareholders Meeting of the Company, the agenda of which includes the issue of profit distribution (including the payment or declaration of dividends).</p> |

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| 1.2.<br>2 | The Company does not adopt dividend payment resolutions where such resolutions, while not formally violating statutory restrictions, are economically unjustified and may create a misleading impression of the Company's performance. | 1. In addition to statutory restrictions, the Company's Dividend Policy Regulations define financial and economic circumstances under which the Company should refrain from adopting a dividend payment resolution.                                                                                                                                                                                                                    | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 1.2.<br>3 | The Company does not permit any deterioration of the dividend rights of existing shareholders.                                                                                                                                         | 1. During the reporting period, the Company did not undertake any actions resulting in the deterioration of the dividend rights of existing shareholders.                                                                                                                                                                                                                                                                              | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 1.2.<br>4 | The Company seeks to prevent shareholders from using means other than dividends and liquidation value to derive profit (income) from the Company.                                                                                      | 1. During the reporting period, no alternative methods of deriving profit (income) from the Company by persons exercising control over the Company, other than through dividends, were used (for example, transfer pricing, provision of services to the Company by a controlling person at inflated prices without reasonable justification, or loans to a controlling person and/or its affiliates serving as substitute dividends). | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 1.3       | The corporate governance system and practices ensure equal treatment of all shareholders holding shares of the same class (type), including minority shareholders and foreign shareholders.                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                     |  |
| 1.3.<br>1 | The Company has established conditions ensuring fair treatment of each shareholder by the Company's governing                                                                                                                          | 1. During the reporting period, controlling persons of the Company did not abuse their rights in relation to shareholders; no conflicts                                                                                                                                                                                                                                                                                                | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |

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|           | bodies and controlling persons, including safeguards against abuses by major shareholders with respect to minority shareholders.                                                                                                                                                                                            | existed between controlling persons and shareholders, and where such conflicts arose, the Board of Directors paid due attention to them.                                                                                                                                                                                                                  |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1.3.<br>2 | The Company does not undertake actions that result or may result in an artificial redistribution of corporate control.                                                                                                                                                                                                      | 1. Quasi-treasury shares were either absent or did not participate in voting during the reporting period.                                                                                                                                                                                                                                                 | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1.4       | Shareholders are provided with reliable and effective mechanisms for recording rights to shares and with the ability to freely and unencumberedly dispose of their shares.                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 1.4       | Shareholders are provided with reliable and effective mechanisms for recording rights to shares and with the ability to freely and unencumberedly dispose of their shares.                                                                                                                                                  | 1. The technologies employed by the Company's registrar and the terms of the services provided meet the needs of the Company and its shareholders, ensure the recording of share ownership rights, and facilitate the exercise of shareholders' rights in the most efficient manner.                                                                      | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2.1       | The Board of Directors carries out strategic management of the Company, determines the key principles and approaches to the organization of the Company's risk management and internal control system, supervises the activities of the executive management bodies, and performs other key functions.                      |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2.1.<br>1 | The Board of Directors is responsible for decisions regarding the appointment and dismissal of members of the executive management bodies, including in cases of improper performance of their duties. The Board of Directors also oversees the compliance of the executive management bodies with the approved development | 1. The Board of Directors is vested under the Charter with the authority to appoint and dismiss members of the executive management bodies and to determine the terms and conditions of their employment agreements.<br><b>2. During the reporting period, the Nominations (Appointments and Human Resources) Committee (the "Nominations Committee")</b> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | 1. Complied with.<br>2. Not complied with, as during the reporting period the Nominations and Remuneration Committee of the Board of Directors did not consider the issue of whether the professional qualifications, skills and experience of members of the executive management bodies corresponded to the Company's current and anticipated needs arising from the approved corporate strategy. The Company has not approved a standalone corporate strategy document (for additional explanations regarding the strategy, see the justification provided under Criterion 3 below). At the same time, during the reporting period the Nominations and Remuneration Committee reviewed the performance results of |

|           |                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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|           | strategy and key areas of the Company's activities.                                                                                                                                                  | <p><b>reviewed the extent to which the professional qualifications, skills and experience of members of the executive management bodies corresponded to the Company's current and anticipated needs arising from the approved corporate strategy.</b></p> <p><b>3. During the reporting period, the Board of Directors reviewed report(s) of the Sole Executive Body and the Collegial Executive Body (if any) on the implementation of the Company's strategy.</b></p> |                                                                                                                                                     | <p>employees holding positions for which candidate approval falls within the competence of the Board of Directors, assessed according to criteria established by the Board of Directors, and prepared relevant recommendations for the Board of Directors and the General Director.</p> <p>3. Partially complied with, as during the reporting period the Board of Directors did not review a report of the Sole Executive Body or the Collegial Executive Body regarding implementation of the Company's strategy.</p> <p>In its activities, the Company follows the Development Strategy of Public Joint-Stock Company "Federal Grid Company – ROSSETI" and its Subsidiaries and Affiliates through 2030 (the "Development Strategy"), approved by the Board of Directors of ROSSETI, PJSC.</p> <p>The Company's strategic planning document is the Action Plan for the Implementation of Measures Aimed at Executing the Development Strategy (the "Development Strategy Implementation Plan"), approved by resolution of the Company's Board of Directors dated December 3, 2025 (Minutes No. 594 dated December 4, 2025).</p> <p>The reporting period was the first year of implementation of the Development Strategy Implementation Plan, and the report on its implementation for 2025 is scheduled to be reviewed by the Company's governing bodies in 2026.</p> <p>At the same time, during the reporting period the Board of Directors reviewed reporting information on key strategic matters and program documents, including the business plan, investment program, digital transformation program, innovation development program, key performance indicators, and other related matters.</p> |
| 2.1.<br>2 | The Board of Directors establishes the Company's long-term strategic priorities, evaluates and approves key performance indicators and principal business objectives of the Company, and reviews and | 1. During the reporting period, the Board of Directors considered matters relating to the implementation and updating of the Company's strategy, approval of the Company's financial and business plan (budget), as well                                                                                                                                                                                                                                                | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | Partially complied with, as during the reporting period the Board of Directors considered matters relating to the approval of the Company's budget and business plan, as well as the Action Plan for the Implementation of Measures Aimed at Executing the Development Strategy of Public Joint-Stock Company "Federal Grid Company – ROSSETI" and its Subsidiaries and Affiliates                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|           | approves the strategy and business plans for the Company's principal areas of activity.                                                                                                              | as the review of criteria and performance indicators (including interim indicators) for the implementation of the Company's strategy and business plans.                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                     | through 2030 (the "Development Strategy Implementation Plan").<br>At the same time, matters relating to the progress of implementation of the strategy were not considered during the reporting period, since the reporting period was the first year of implementation of the Development Strategy Implementation Plan, and the report on its implementation for 2025 is scheduled to be reviewed by the Company's governing bodies in 2026. |
| 2.1.<br>3 | The Board of Directors determines the principles and approaches to the organization of the Company's risk management and internal control system.                                                    | 1. The principles and approaches to the organization of the Company's risk management and internal control system are determined by the Board of Directors and set forth in the Company's internal documents governing risk management and internal control policies.<br>2. During the reporting period, the Board of Directors approved (reviewed) the Company's acceptable level of risk (risk appetite), or the Audit Committee and/or the Risk Committee (if established) considered whether it was appropriate to submit the issue of revising the Company's risk appetite for consideration by the Board of Directors. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2.1.<br>4 | The Board of Directors determines the Company's policy regarding remuneration and/or reimbursement of expenses (compensation) for members of the Board of Directors, executive management bodies and | 1. The Company has developed, the Board of Directors has approved, and the Company has implemented a policy (or policies) governing remuneration and reimbursement of expenses (compensation) for members of the Board of Directors,                                                                                                                                                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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|           | other key management personnel.                                                                                                                                                                           | executive management bodies and other key management personnel.<br>2. During the reporting period, the Board of Directors considered matters relating to such policy (or policies).                                                                                                       |                                                                                                                                                     |                                                                                                                                                     |
| 2.1.<br>5 | The Board of Directors plays a key role in the prevention, identification and resolution of internal conflicts among the Company's governing bodies, shareholders and employees.                          | 1. The Board of Directors plays a key role in the prevention, identification and resolution of internal conflicts.<br>2. The Company has established a system for identifying transactions involving conflicts of interest and a framework of measures aimed at resolving such conflicts. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                     |
| 2.1.<br>6 | The Board of Directors plays a key role in ensuring the Company's transparency, the timeliness and completeness of information disclosure, and shareholders' unimpeded access to the Company's documents. | 1. The Company's internal documents identify the persons responsible for the implementation of the Company's information policy.                                                                                                                                                          | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                     |
| 2.1.<br>7 | The Board of Directors oversees the Company's corporate governance practices and plays a key role in significant corporate events involving the Company.                                                  | 1. During the reporting period, the Board of Directors reviewed the results of a self-assessment and/or external assessment of the Company's corporate governance practices.                                                                                                              | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                     |
| 2.2       | The Board of Directors is accountable to the Company's shareholders.                                                                                                                                      |                                                                                                                                                                                                                                                                                           |                                                                                                                                                     |                                                                                                                                                     |
| 2.2.<br>1 | Information on the activities of the Board of Directors is disclosed and                                                                                                                                  | 1. The Company's Annual Report for the reporting period includes information on the                                                                                                                                                                                                       | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with                                               | 1. Complied with.<br>2. Not complied with, as information on the principal results of the assessment of the effectiveness of the Company's Board of |

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|           | made available to shareholders.                                                        | attendance of meetings of the Board of Directors and its committees by each member of the Board of Directors.<br><b>2. The Annual Report includes information on the principal results of the assessment (self-assessment) of the effectiveness of the Board of Directors conducted during the reporting period.</b> | <input type="checkbox"/> Not complied with                                                                                                          | <p>Directors was not included in the Annual Report because such assessment was not conducted during the reporting period. The relevant assessment methodology has not been approved by the Company.</p> <p>The Regulations on the Board of Directors provide for the regular assessment of the effectiveness of the Company's Board of Directors for the purpose of improving its performance. The frequency of such assessments, evaluation criteria and other matters relating to the assessment of the effectiveness of the Board of Directors are determined by separate resolutions of the Board of Directors. No such resolutions were adopted during the reporting year.</p> <p>At the same time, in 2025, an assessment of the effectiveness of the Company's corporate governance system for the 2024–2025 corporate year was conducted, including an assessment of the "Board of Directors" component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on October 13, 2025 (Minutes No. 201 dated October 13, 2025). The report was subsequently reviewed by the Company's Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025).</p> <p>In addition, in 2025 an annual independent external assessment of the quality of the Company's corporate governance system was conducted by the Expert RA (RAEX) rating agency. The assessment covered key factors including shareholders' rights, management and control bodies, information transparency, corporate social responsibility, operating efficiency and market position. The rating agency formed an opinion on the extent to which the Company's corporate governance quality system contributes to the observance and protection of stakeholders' rights.</p> <p>The Company also plans to conduct a comprehensive corporate governance assessment in 2026, including an assessment of the performance of the Board of Directors.</p> |
| 2.2.<br>2 | The Chairperson of the Board of Directors is accessible to the Company's shareholders. | 1. The Company has established a transparent procedure enabling shareholders to submit communications to the Chairperson of the Board of                                                                                                                                                                             | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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|       |                                                                                                                                                                                                                                                                                      | Directors (and, where applicable, to the Senior Independent Director) and receive feedback thereon.                                                                                                                                                                                               |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2.3   | The Board of Directors is an effective and professional governing body capable of making objective and independent judgments and adopting decisions that are in the interests of the Company and its shareholders.                                                                   |                                                                                                                                                                                                                                                                                                   |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2.3.1 | Only individuals with an impeccable business and personal reputation and possessing the knowledge, skills and experience necessary to make decisions within the competence of the Board of Directors and to perform its functions effectively are elected to the Board of Directors. | 1. During the reporting period, the Board of Directors (or its Nominations Committee) conducted an assessment of candidates for election to the Board of Directors with regard to their experience, knowledge, business reputation, absence of conflicts of interest, and other relevant factors. | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input checked="" type="checkbox"/> Not complied with | <p>1. Not complied with, as during the reporting period the Board of Directors (or the Nominations and Remuneration Committee of the Board of Directors) did not conduct a formal assessment of candidates for election to the Board of Directors with regard to their experience, knowledge, business reputation, absence of conflicts of interest and other relevant factors using a dedicated assessment methodology.</p> <p>The relevant assessment methodology has not been approved by the Company.</p> <p>Information regarding the positions held by candidates for election to the Board of Directors is included in the materials provided to shareholders and posted on the Company's official website in the section "Shareholders and Investors / Corporate Governance / Materials for Meetings or Absentee Voting of the General Shareholders Meeting".</p> <p>Following election to the Board of Directors, members of the Board of Directors are requested to complete a questionnaire containing detailed information, including educational background, professional experience, ownership of the Company's shares, positions held in other organizations, and other relevant information. The Company has also adopted an Anti-Corruption Policy aimed, among other things, at identifying conflicts of interest.</p> |
| 2.3.2 | Members of the Board of Directors are elected through a transparent procedure enabling shareholders to obtain sufficient information                                                                                                                                                 | 1. In all cases where the agenda of a General Shareholders Meeting held during the reporting period included the election of the Board of Directors, the Company                                                                                                                                  | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input checked="" type="checkbox"/> Not complied with | <p>1. Not complied with, as during the preparation for the Annual General Shareholders Meeting held in the reporting period, the Company did not provide shareholders with biographical information on all candidates for election to the Board of Directors, the results of the assessment of such candidates conducted by the Board of Directors (or its committee),</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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|       | <p>regarding candidates to form an opinion of their personal and professional qualities.</p>                                                                                                        | <p>provided shareholders with biographical information on all candidates for election to the Board of Directors, the results of the assessment of candidates' professional qualifications, experience and skills against the Company's current and anticipated needs conducted by the Board of Directors (or its Nominations Committee), information regarding compliance of candidates with the independence criteria set out in Recommendations 102–107 of the Code, and information confirming the candidates' written consent to serve on the Board of Directors if elected.</p> |                                                                                                                                  | <p>information regarding compliance with the independence criteria set out in Recommendations 102–107 of the Code, or written consent of candidates to serve on the Board of Directors if elected.</p> <p>At the same time, in preparation for the 2025 Annual General Shareholders Meeting, the materials provided to shareholders included information regarding the presence or absence of written consent from candidates to serve on the Board of Directors.</p> <p>In addition, shareholders were provided with information regarding the principal place of employment of each proposed candidate.</p> <p>Where additional information was required, shareholders had the opportunity to submit requests to the Corporate Secretary of the Company.</p> <p>In order to provide shareholders with the above information in the future, the Company intends, when preparing for the Annual General Shareholders Meeting, to request from candidates for election to the Board of Directors a questionnaire containing biographical information and written consent to serve on the Board of Directors if elected.</p> |
| 2.3.3 | <p>The composition of the Board of Directors is balanced in terms of the qualifications, experience, knowledge and business qualities of its members and enjoys the confidence of shareholders.</p> | <p>1. During the reporting period, the Board of Directors analyzed its own needs in terms of professional qualifications, experience and skills and identified the competencies required by the Board of Directors in the short and long term.</p>                                                                                                                                                                                                                                                                                                                                   | <p><input type="checkbox"/> Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p>✓ Not complied with</p> | <p>1. Not complied with, as no dedicated assessment of the effectiveness of the Company's Board of Directors was conducted during the reporting period and, accordingly, the needs of the Board of Directors were not analyzed as part of such assessment.</p> <p>The Company has not implemented a special approved assessment of the effectiveness of the Board of Directors. The relevant assessment methodology has not been approved by the Company. The Regulations on the Board of Directors provide for the regular assessment of the effectiveness of the Company's Board of Directors for the purpose of improving its performance. No such assessment was conducted in 2025.</p> <p>At the same time, in 2025, an assessment of the effectiveness of the Company's corporate governance system for the 2024–2025 corporate year was conducted, including an assessment of the "Board of</p>                                                                                                                                                                                                                     |

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|       |                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                      |                                                                                                                                  | <p>Directors” component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on October 13, 2025 (Minutes No. 201 dated October 13, 2025). The report was subsequently reviewed by the Company’s Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025).</p> <p>In addition, in 2025 an annual independent external assessment of the quality of the Company’s corporate governance system was conducted by the Expert RA (RAEX) rating agency. The assessment included, among other factors, the evaluation of the Company’s management and control bodies.</p> <p>The Company also plans to conduct a comprehensive corporate governance assessment in 2026, including an assessment of the performance of the Board of Directors.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 2.3.4 | <p>The number of members of the Board of Directors enables the Board to organize its activities in the most effective manner, including through the establishment of Board committees, and ensures that significant minority shareholders have an opportunity to elect to the Board a candidate supported by them.</p> | <p>1. During the reporting period, the Board of Directors considered whether the size of the Board of Directors corresponded to the Company’s needs and shareholders’ interests.</p> | <p><input type="checkbox"/> Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p>✓ Not complied with</p> | <p>1. Not complied with.</p> <p>The issue of whether the size of the Board of Directors corresponded to the Company’s needs and shareholders’ interests was not submitted for consideration by the Board of Directors during the reporting period, as the Board of Directors does not have such authority under the Federal Law “On Joint-Stock Companies” or the Company’s Charter.</p> <p>Pursuant to the Regulations on the Board of Directors, the Board of Directors may annually conduct an assessment of its effectiveness either independently (self-assessment) or with the involvement of an independent external organization (consultant) possessing the necessary qualifications. No assessment of the effectiveness of the Board of Directors was conducted in 2025.</p> <p>The number of members of the Company’s Board of Directors is established by the Company’s Charter at eleven (11) members, which, in the Company’s opinion, is sufficient to achieve the objectives and goals assigned to the Board of Directors.</p> <p>Furthermore, in 2025 the Company conducted an assessment of the effectiveness of its corporate governance system for the 2024–2025 corporate year, including the “Board of Directors” component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on October 13, 2025 (Minutes No. 201 dated October 13, 2025). The report was subsequently reviewed by the Company’s Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025).</p> |

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|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                           |                                                                                                                                                     | In addition, in 2025 an annual independent external assessment of the quality of the Company's corporate governance system was conducted by the Expert RA (RAEX) rating agency. The assessment included, among other factors, the evaluation of the Company's management and control bodies. |
| 2.4   | The Board of Directors includes a sufficient number of Independent Directors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                           |                                                                                                                                                     |                                                                                                                                                                                                                                                                                              |
| 2.4.1 | An Independent Director is a person possessing sufficient professionalism, experience and independence to form his or her own position and capable of making objective and conscientious judgments independent of the influence of the Company's executive management bodies, individual groups of shareholders or other stakeholders.<br>At the same time, it should be taken into account that, under ordinary circumstances, a candidate (or elected member of the Board of Directors) cannot be regarded as independent if he or she is affiliated with the Company, a significant shareholder, a material counterparty, a competitor of the Company, or the state. | 1. During the reporting period, all Independent Directors satisfied all independence criteria set out in Recommendations 102–107 of the Code or were recognized as independent by a resolution of the Board of Directors. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                              |
| 2.4.2 | The Company assesses candidates for election to the Board of Directors against the independence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>1. During the reporting period, the Board of Directors (or the Board Nominations Committee) formed an</b>                                                                                                              | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | 1. Not complied with, as neither the Board of Directors nor the Nominations and Remuneration Committee of the Board of Directors formed an opinion regarding the independence of each                                                                                                        |

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|       | criteria and regularly reviews the continued compliance of Independent Directors with such criteria. In conducting such assessment, substance prevails over form. | <b>opinion regarding the independence of each candidate for election to the Board of Directors and presented the relevant conclusions to shareholders.</b><br>2. During the reporting period, the Board of Directors (or the Board Nominations Committee) considered the independence of the incumbent members of the Board of Directors at least once following their election.<br>3. The Company has established procedures defining the actions required of a member of the Board of Directors if he or she ceases to be independent, including the obligation to timely notify the Board of Directors thereof. |                                                                                                                                                     | candidate for election to the Board of Directors or presented the relevant conclusions to shareholders.<br>At the same time, pursuant to the resolution of the Board of Directors dated July 4, 2025 (Minutes No. 585 dated July 7, 2025), one member of the Board of Directors, N.I. Sasin, was recognized in 2025 as an Independent Director in accordance with Clause 104 of the Corporate Governance Code of the Bank of Russia.<br>2. Complied with.<br>3. Complied with.                                                                                                                                                                                                                                                                                                                                                                                                      |
| 2.4.3 | Independent Directors constitute at least one-third of the elected members of the Board of Directors.                                                             | 1. Independent Directors constitute at least one-third of the membership of the Board of Directors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input checked="" type="checkbox"/> Not complied with | 1. Not complied with, as Independent Directors do not constitute at least one-third of the membership of the Company's Board of Directors.<br>In 2025, the Company's Board of Directors included one Independent Director. Pursuant to the resolution of the Board of Directors dated July 4, 2025 (Minutes No. 585 dated July 7, 2025), N.I. Sasin was recognized as an Independent Director in accordance with Clause 104 of the Corporate Governance Code of the Bank of Russia.<br>The composition of the Company's Board of Directors is elected by shareholders at the Annual General Shareholders Meeting. The Company is not in a position to influence the shareholder nomination process or to ensure the election of the required number of Independent Directors.<br>No changes to the current practice are planned due to the structure of the Company's shareholding. |

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| 2.4.<br>4 | Independent Directors play a key role in preventing internal conflicts within the Company and in significant corporate actions undertaken by the Company. | 1. During the reporting period, Independent Directors (who had no conflict of interest) conducted a preliminary assessment of significant corporate actions involving a potential conflict of interest, and the results of such assessment were submitted to the Board of Directors. | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input checked="" type="checkbox"/> Not complied with | <p>1. Not complied with, as during the reporting period the Independent Director did not conduct a preliminary assessment of significant corporate actions involving a potential conflict of interest, and the results of such assessment were not submitted to the Board of Directors.</p> <p>At the same time, the Company has adopted an Anti-Corruption Policy, which establishes the prevention and resolution of conflicts of interest as one of the measures aimed at preventing corruption. Pursuant to the Anti-Corruption Policy, the Board of Directors oversees the implementation and application of the Anti-Corruption Policy. The results of anti-corruption monitoring for 2024 were reviewed by the Board of Directors on March 10, 2025 (Minutes No. 576 dated March 12, 2025). Prior to such review, the information was considered by the Audit Committee of the Board of Directors on February 20, 2025 (Minutes No. 194 dated February 20, 2025).</p> <p>All members of the Board of Directors are required to conduct a preliminary assessment of significant corporate actions involving a potential conflict between their personal interests and the interests of the Company.</p> <p>Pursuant to the Regulations on the Board of Directors, members of the Board of Directors must refrain from actions that may result, or potentially result, in a conflict between their interests and those of the Company. If a potential conflict of interest arises, the relevant Board member is required to promptly notify the Chairperson of the Board of Directors, the Board of Directors and the Corporate Secretary of both the existence of the conflict and the circumstances giving rise to it. Such notification must, in any event, be made prior to the date of the meeting or, in the case of absentee voting, prior to the deadline for submission of voting ballots. Where a conflict of interest exists, the relevant member of the Board of Directors is recommended to abstain from voting on matters in respect of which such conflict exists.</p> <p>In addition, the Company's Charter does not define a list of, or criteria for determining, transactions or other actions constituting significant corporate actions.</p> |
| 2.5       | The Chairperson of the Board of Directors facilitates the most effective performance of the functions assigned to the Board of Directors.                 |                                                                                                                                                                                                                                                                                      |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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| 2.5.<br>1 | <p>The Chairperson of the Board of Directors is an Independent Director, or a Senior Independent Director has been appointed from among the elected Independent Directors to coordinate the activities of Independent Directors and liaise with the Chairperson of the Board of Directors.</p> | <p><b>1. The Chairperson of the Board of Directors is an Independent Director, or a Senior Independent Director has been designated from among the Independent Directors.</b></p> <p>2. The role, rights and responsibilities of the Chairperson of the Board of Directors (and, where applicable, the Senior Independent Director) are properly defined in the Company's internal documents.</p> | <p><input type="checkbox"/> Complied with</p> <p>✓ <input checked="" type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Not complied with, as the Chairperson of the Company's Board of Directors (A.V. Molsky) does not satisfy the independence criteria set out in the Code. No Senior Independent Director has been appointed.</p> <p>The role, rights and responsibilities of the Chairperson of the Board of Directors are defined in the Company's Charter and the Regulations on the Board of Directors.</p> <p>The Company's Board of Directors includes one Independent Director, which is attributable to the structure of the Company's shareholding.</p> <p>The Chairperson of the Board of Directors, A.V. Molsky, is a representative of the Company's principal shareholder, ROSSETI, PJSC.</p> <p>No changes to the current practice are planned due to the structure of the Company's shareholding.</p> <p>2. Complied with.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2.5.<br>2 | <p>The Chairperson of the Board of Directors ensures a constructive atmosphere at meetings, promotes open discussion of agenda items, and monitors the implementation of resolutions adopted by the Board of Directors.</p>                                                                    | <p>1. The effectiveness of the Chairperson of the Board of Directors was evaluated as part of the assessment (self-assessment) of the performance of the Board of Directors conducted during the reporting period.</p>                                                                                                                                                                            | <p><input type="checkbox"/> Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p>✓ <input checked="" type="checkbox"/> Not complied with</p> | <p>1. Not complied with, as neither the effectiveness of the Chairperson of the Board of Directors nor the effectiveness of the Board of Directors as a whole was assessed during the reporting period. The Company has not approved a methodology for conducting such an assessment.</p> <p>The Regulations on the Board of Directors provide for the regular assessment of the effectiveness of the Company's Board of Directors for the purpose of improving its performance. The frequency of such assessments, evaluation criteria and other matters relating to the assessment of the effectiveness of the Board of Directors are determined by separate resolutions of the Board of Directors. No such resolutions were adopted during the reporting year.</p> <p>At the same time, in 2025, an assessment of the effectiveness of the Company's corporate governance system for the 2024–2025 corporate year was conducted, including an assessment of the “Board of Directors” component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on October 13, 2025 (Minutes No. 201 dated October 13, 2025). The report was subsequently reviewed by the Company's Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025).</p> |

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|       |                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                     | <p>In addition, in 2025 an annual independent external assessment of the quality of the Company's corporate governance system was conducted by the Expert RA (RAEX) rating agency, which included an analysis of the activities of the Board of Directors and its Chairperson.</p> <p>The Company also plans to conduct a comprehensive corporate governance assessment in 2026, including an assessment of the performance of the Board of Directors.</p>                                                                                                                                                                                                                                                                                                                                     |
| 2.5.3 | The Chairperson of the Board of Directors takes the necessary measures to ensure that members of the Board of Directors receive in a timely manner the information required to make decisions on agenda items.                                      | 1. The obligation of the Chairperson of the Board of Directors to take measures ensuring the timely provision of complete and reliable information to members of the Board of Directors on matters included in the agenda of Board meetings is established in the Company's internal documents.                                                                                                                                                                                                 | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2.6   | Members of the Board of Directors act reasonably and in good faith in the interests of the Company and its shareholders, on the basis of sufficient information and with due care and diligence.                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2.6.1 | Members of the Board of Directors make decisions based on all available information, in the absence of conflicts of interest, with due regard for equal treatment of the Company's shareholders and within the framework of ordinary business risk. | <p>1. The Company's internal documents provide that a member of the Board of Directors must notify the Board of Directors if he or she has a conflict of interest in relation to any item on the agenda of a meeting of the Board of Directors or a <b>Board committee</b>, prior to the commencement of discussion of the relevant agenda item.</p> <p>2. The Company's internal documents provide that a member of the Board of Directors must abstain from voting on any matter in which</p> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Complied with.</p> <p>2. Complied with.</p> <p>3. Not complied with, as the Company has not established a procedure enabling all members of the Board of Directors to obtain professional advice on matters within the competence of the Board at the Company's expense.</p> <p>A provision allowing members of the Board of Directors who also serve on Board committees to obtain professional advice on matters within the competence of the relevant committee at the Company's expense is set forth in the Regulations on the Committees of the Board of Directors.</p> <p>The current practice is considered optimal and, at present, adequately serves the interests of the Company and its shareholders. No revision of the existing practice is planned in the near future.</p> |

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|       |                                                                                                                                             | <p>he or she has a conflict of interest.</p> <p><b>3. The Company has established a procedure enabling the Board of Directors to obtain professional advice on matters within its competence at the Company's expense.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2.6.2 | The rights and responsibilities of members of the Board of Directors are clearly defined and set forth in the Company's internal documents. | 1. The Company has adopted and published an internal document clearly defining the rights and responsibilities of members of the Board of Directors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 2.6.3 | Members of the Board of Directors have sufficient time to perform their duties.                                                             | <p>1. Individual attendance at meetings of the Board of Directors and its committees, as well as the sufficiency of time available for service on the Board of Directors and its committees, were analyzed as part of the assessment (self-assessment) of the performance of the Board of Directors conducted during the reporting period.</p> <p>2. Pursuant to the Company's internal documents, members of the Board of Directors are required to notify the Board of Directors of their intention to join the governing bodies of other organizations (other than entities controlled by the Company), as well as of the fact of such appointment.</p> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Not complied with, as no assessment of the performance of the Company's Board of Directors was conducted during the reporting period. The Company has not approved a methodology for conducting such an assessment.</p> <p>The Regulations on the Board of Directors provide for a regular assessment of the effectiveness of the Board of Directors for the purpose of improving its performance. The frequency of such assessments, evaluation criteria and other matters relating to the assessment of the effectiveness of the Board of Directors are determined by separate resolutions of the Board of Directors. No such resolutions were adopted during the reporting year.</p> <p>At the same time, in 2025, an assessment of the effectiveness of the Company's corporate governance system for the 2024–2025 corporate year was conducted, including an assessment of the “Board of Directors” component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on October 13, 2025 (Minutes No. 201 dated October 13, 2025). The report was subsequently reviewed by the Company's Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025).</p> <p>In addition, in 2025 an annual independent external assessment of the quality of the Company's corporate governance system was conducted by the Expert RA (RAEX) rating agency. The</p> |

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|           |                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                     | assessment included, among other factors, an evaluation of the Company's management and control bodies.<br>2. Complied with.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2.6.<br>4 | All members of the Board of Directors have equal access to the Company's documents and information. Newly elected members of the Board of Directors are provided, within the shortest possible time, with sufficient information regarding the Company and the activities of the Board of Directors. | 1. Pursuant to the Company's internal documents, members of the Board of Directors are entitled to receive information and documents necessary for the performance of their duties, relating to the Company and its controlled entities, and the Company's executive management bodies are obliged to ensure the provision of such information and documents.<br><b>2. The Company implements a formalized induction program for newly elected members of the Board of Directors.</b> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | 1. Complied with.<br>2. Not complied with, as the Company has not implemented a formalized induction program for newly elected members of the Board of Directors.<br>The absence of a formalized program does not prevent such induction activities from being carried out in practice. In addition, the composition of the Company's Board of Directors is characterized by a high degree of continuity, and in most cases members of the Board of Directors have served on the Board for a considerable period of time and possess a sufficient understanding of the Company's activities prior to their election. The current practice is considered optimal at this stage and adequately serves the interests of the Company and its shareholders. No revision of the existing practice is planned in the near future.<br>At the same time, newly elected members of the Board of Directors are introduced to their duties through responses to their inquiries and familiarization with the principal internal documents governing the activities of the Company and its management and control bodies. Information about the Company is disclosed on the Company's official website and may provide newly elected Board members with the information necessary to gain an understanding of the Company's operations. In addition, members of the Board of Directors may submit written requests for documents and information necessary for decision-making on matters within the competence of the Board of Directors, either directly to the General Director of the Company (or another person performing the functions of the Sole Executive Body) or through the Corporate Secretary. |
| 2.7       | Meetings of the Board of Directors, preparation therefor and participation therein by members of the Board of Directors ensure the effective functioning of the Board.                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2.7.<br>1 | Meetings of the Board of Directors are held as necessary, taking into                                                                                                                                                                                                                                | 1. The Board of Directors held at least six meetings during the reporting year.                                                                                                                                                                                                                                                                                                                                                                                                       | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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|           | account the scale of the Company's activities and the objectives facing the Company during a particular period.                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <input type="checkbox"/> Not complied with                                                                                                          |  |
| 2.7.<br>2 | The Company's internal documents establish procedures for the preparation and conduct of meetings of the Board of Directors, ensuring that members of the Board of Directors are able to prepare adequately for such meetings. | 1. The Company has approved an internal document governing the procedures for the preparation and conduct of meetings of the Board of Directors, including a requirement that notice of a meeting should generally be given at least five days prior to the date of the meeting.<br>2. During the reporting period, members of the Board of Directors who were not physically present at the meeting venue were given the opportunity to participate in discussions and vote remotely by means of conference calls and videoconferencing. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 2.7.<br>3 | The form of meetings of the Board of Directors is determined with due regard to the significance of agenda items. The most significant matters are considered at in-person meetings.                                           | 1. The Company's Charter or internal documents provide that the most significant matters (including those listed in Recommendation 168 of the Code) must be considered at in-person meetings of the Board of Directors.                                                                                                                                                                                                                                                                                                                   | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 2.7.<br>4 | Decisions on the most significant matters relating to the Company's activities are adopted by the Board of Directors by a qualified majority or by a majority of                                                               | 1. The Company's Charter provides that decisions on the most significant matters, including those referred to in Recommendation 170 of the Code, must be adopted by a qualified majority of at least                                                                                                                                                                                                                                                                                                                                      | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |

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|       | all elected members of the Board of Directors.                                                                                                                                                                                                                               | three-quarters (3/4) of the votes, or by a majority of all elected members of the Board of Directors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 2.8   | The Board of Directors establishes committees for the preliminary consideration of the most significant matters relating to the Company's activities.                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 2.8.1 | An Audit Committee composed of Independent Directors has been established for the preliminary consideration of matters relating to oversight of the Company's financial and business activities.                                                                             | <p>1. The Board of Directors has established an Audit Committee <b>composed exclusively of Independent Directors.</b></p> <p>2. The Company's internal documents define the responsibilities of the Audit Committee, including those set out in Recommendation 172 of the Code.</p> <p>3. At least one member of the Audit Committee who is an Independent Director possesses experience and expertise in the preparation, analysis, evaluation and audit of accounting (financial) statements.</p> <p>4. Meetings of the Audit Committee were held at least once per quarter during the reporting period.</p> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Partially complied with, as the Audit Committee of the Board of Directors is not composed exclusively of Independent Directors.</p> <p>In 2025, the Company's Board of Directors included one Independent Director.</p> <p>The Board of Directors has established an Audit Committee, the functions of which are set forth in the Regulations on the Audit Committee. The above-mentioned Independent Director is a member of the Audit Committee. The Audit Committee is composed of directors whose competencies most closely correspond to the responsibilities of the Committee. The General Director and members of the Management Board are not members of the Audit Committee.</p> <p>The Regulations on the Audit Committee contain provisions establishing requirements regarding the number of Independent Directors serving on the Committee.</p> <p>The Company intends to revise its current practice should additional Independent Directors be elected to the Board of Directors.</p> <p>2. Complied with.</p> <p>3. Complied with.</p> <p>4. Complied with.</p> |
| 2.8.2 | For the preliminary consideration of matters related to the development of an effective and transparent remuneration framework, a Remuneration Committee composed of Independent Directors and chaired by an Independent Director who is not the Chairperson of the Board of | <p>1. The Board of Directors has established a Remuneration Committee composed exclusively of Independent Directors.</p> <p><b>2. The Remuneration Committee is chaired by an Independent Director who is not the Chairperson of the Board of Directors.</b></p>                                                                                                                                                                                                                                                                                                                                               | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Partially complied with, Partially complied with, as the Board of Directors has established the Nominations and Remuneration Committee of the Board of Directors ; however, this Committee is not composed exclusively of Independent Directors.</p> <p>2. Not complied with, as the Chairperson of the Nominations and Remuneration Committee of the Board of Directors is not an Independent Director.</p> <p>3. Partially complied with, as the responsibilities of the Nominations and Remuneration Committee defined in the Company's internal documents do not include all responsibilities</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|           | Directors has been established.                                    | 3. The Company's internal documents define the responsibilities of the Remuneration Committee, <b>including, among other things, the responsibilities set out in Recommendation 180 of the Code, as well as the circumstances (events) upon the occurrence of which the Remuneration Committee considers the issue of revising the Company's remuneration policy for members of the Board of Directors, executive management bodies and other key management personnel.</b> |                                                                                                       | <p>set out in Recommendation 180 of the Code, nor do they specify the circumstances (events) upon the occurrence of which the Committee is required to consider revising the Company's remuneration policy for members of the Board of Directors, executive management bodies and other key management personnel.</p> <p>The Board of Directors has established the Nominations and Remuneration Committee, the functions of which are set forth in the Regulations on the Committee. The Committee is composed of directors whose competencies most closely correspond to the responsibilities of the Committee. Neither the General Director nor members of the Management Board serve on the Committee. The Regulations on the Nominations and Remuneration Committee define the Committee's responsibilities.</p> <p>However, since the current version of the Regulations was approved in 2014, it does not contain all provisions referred to in the Recommendation.</p> <p>In accordance with Clause 180 of the Code, the responsibilities of the Committee should include a preliminary assessment of the performance of the Company's Corporate Secretary on an annual basis, as well as consideration of the circumstances (events) that would trigger a review of the Company's remuneration policy for members of the Board of Directors, executive management bodies and other key management personnel. At the same time, the Regulations on the Corporate Secretary, approved by the Board of Directors on August 25, 2025 (Minutes No. 588 dated August 26, 2025), require the Corporate Secretary to submit an annual report on his or her activities for consideration by the Committee and the Board of Directors.</p> <p>The Chairperson of the Nominations and Remuneration Committee is not an Independent Director; however, he is also not the Chairperson of the Board of Directors.</p> <p>The Company intends to revise its current practice should additional Independent Directors be elected to the Board of Directors.</p> |
| 2.8.<br>3 | For the preliminary consideration of matters related to succession | 1. The Board of Directors has established a Nominations Committee (or the                                                                                                                                                                                                                                                                                                                                                                                                   | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with | 1. Partially complied with, as the Board of Directors has established the Nominations and Remuneration Committee; however, no Independent Directors serve on the Committee.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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|  | <p>planning, the professional composition and effectiveness of the Board of Directors, a Nominations Committee (Appointments/Human Resources Committee) has been established, the majority of whose members are Independent Directors.</p> | <p>responsibilities specified in Recommendation 186 of the Code are performed by another committee), the majority of whose members are Independent Directors.</p> <p><b>2. The Company's internal documents define the responsibilities of the Nominations Committee (or the relevant committee with combined functions), including, among other things, the responsibilities set out in Recommendation 186 of the Code.</b></p> <p><b>3. For the purpose of forming a Board of Directors that best meets the Company's objectives and needs, during the reporting period the Nominations Committee, independently or jointly with other Board committees, or the Company's authorized shareholder relations unit, engaged with shareholders beyond the Company's largest shareholders in the process of identifying candidates for election to the Board of Directors.</b></p> | <p><input type="checkbox"/> Not complied with</p> | <p>2. Not complied with, as the responsibilities of the Nominations and Remuneration Committee set forth in the Company's internal documents do not include all responsibilities specified in Recommendation 186 of the Code.</p> <p>The Board of Directors has established the Nominations and Remuneration Committee, the functions of which are defined in the Regulations on the Committee.</p> <p>However, since the current version of the Regulations was approved in 2014, it does not contain all provisions referred to in the Recommendation.</p> <p>At the same time, a number of the functions of the Nominations and Remuneration Committee correspond to the responsibilities set out in Recommendation 186 of the Code.</p> <p>To form the Committee in the composition contemplated by the Code, shareholders would need to nominate and elect a sufficient number of Independent Director candidates possessing the necessary experience and qualifications to perform effectively as members of the relevant committees.</p> <p>No change in the current practice is expected in the near future due to the structure of the Company's shareholding. Nevertheless, the Company intends to review the existing practice as necessary and as Independent Directors are elected to the Board of Directors.</p> <p>3. Not complied with, as, for the purpose of forming a Board of Directors that best meets the Company's objectives and needs, neither the Nominations and Remuneration Committee, acting independently or jointly with other Board committees, nor the Company's authorized shareholder relations unit engaged with shareholders beyond the Company's largest shareholders in the process of identifying candidates for election to the Board of Directors during the reporting period.</p> <p>The composition of the Company's Board of Directors is elected by shareholders at the Annual General Shareholders Meeting. The Company is not in a position to influence the process by which shareholders select candidates for election to the Board of Directors.</p> <p>At the same time, the Company seeks, and will continue to seek, to ensure that candidates nominated for election to the Board of Directors possess sufficient professionalism, experience and independence to form their own opinions and make objective and</p> |
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|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                  | <p>conscientious judgments independent of the influence of executive management bodies.</p> <p>No change in the current practice is planned in the near future due to the structure of the Company's shareholding. Nevertheless, the Company will continue its engagement with shareholders with a view to forming a Board of Directors that best serves the interests of shareholders.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 2.8.4 | <p>Taking into account the scale of operations and risk profile of the Company, the Board of Directors has satisfied itself that the composition of its committees fully meets the Company's objectives. Additional committees have either been established or deemed unnecessary (Strategy Committee, Corporate Governance Committee, Ethics Committee, Risk Management Committee, Budget Committee, Health, Safety and Environment Committee, etc.).</p> | <p>1. During the reporting period, the Board of Directors considered whether the structure of the Board of Directors was appropriate in light of the Company's scale and nature of operations, business objectives and needs, and risk profile. Additional committees were either established or deemed unnecessary.</p>                                                                        | <p><input type="checkbox"/> Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p>✓ Not complied with</p> | <p>1. Not complied with, as during the reporting period the Board of Directors did not consider whether the structure of the Board of Directors corresponded to the scale and nature of the Company's operations, its objectives and needs, and its risk profile.</p> <p>The following Board committees have been established within the Company:</p> <ul style="list-style-type: none"> <li>- Reliability Committee of the Board of Directors;</li> <li>- Strategy Committee of the Board of Directors;</li> <li>- Committee on Technological Connection to Electric Grids under the Board of Directors;</li> <li>- Audit Committee of the Board of Directors;</li> <li>- Nominations and Remuneration Committee of the Board of Directors.</li> </ul> <p>In the Company's opinion, the existing structure of Board committees most fully addresses the Company's current needs.</p> <p>The Company intends to review the existing practice as necessary and in the event that relevant risks materialize.</p> |
| 2.8.5 | <p>The composition of committees is determined in such a way as to ensure comprehensive discussion of matters submitted for preliminary consideration, taking into account a diversity of views.</p>                                                                                                                                                                                                                                                       | <p><b>1. During the reporting period, the Audit Committee, the Remuneration Committee and the Nominations Committee (or the relevant committee with combined functions) were chaired by Independent Directors.</b></p> <p>2. The Company's internal documents (policies) provide that persons who are not members of the Audit Committee, the <b>Nominations Committee (or the relevant</b></p> | <p><input type="checkbox"/> Complied with</p> <p>✓ Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Not complied with, as the committees of the Board of Directors are not chaired by Independent Directors.</p> <p>The Company does not have a sufficient number of Independent Directors on the Board of Directors to form Board committees exclusively from among Independent Directors.</p> <p>At the same time, the Board committees are composed of directors and experts whose qualifications and expertise most closely correspond to the responsibilities of the respective committees. N.I. Sasin, an Independent Director and Chairperson of the Stavropol Regional Branch of the All-Russian Public Organization of Small and Medium-Sized Businesses "OPORA RUSSIA", serves as a member of the Audit Committee of the Board of Directors.</p>                                                                                                                                                                                                                                                    |

|           |                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|           |                                                                                                                                                                                                                                                                                            | <b>committee with combined functions)</b> or the Remuneration Committee may attend committee meetings only at the invitation of the chairperson of the relevant committee.                                                                                                                                                                 |                                                                                                                                                     | 2. Complied with.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 2.8.<br>6 | Chairpersons of Board committees regularly report to the Board of Directors and its Chairperson on the activities of their respective committees.                                                                                                                                          | 1. During the reporting period, committee chairpersons regularly reported to the Board of Directors on the activities of their committees.                                                                                                                                                                                                 | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Partially complied with, as in 2025 the Board of Directors did not review reports on the activities of all Board committees. On July 4, 2025, the Board of Directors reviewed the report of the Audit Committee on its activities during the 2024–2025 corporate year (Minutes No. 585 dated July 7, 2025).</p> <p>Pursuant to the Regulations on the Nominations and Remuneration Committee, the Strategy Committee and the Committee on Technological Connection to Electric Grids under the Board of Directors, such committees are required to submit reports on their activities only upon request of the Board of Directors.</p> <p>In accordance with the Regulations on the Reliability Committee of the Board of Directors, the preparation of activity reports by the Reliability Committee for review by the Board of Directors is not provided for.</p> <p>The Company intends, when updating the regulations governing the Board committees, to take into account the relevant recommendations of the Corporate Governance Code.</p> |
| 2.9       | The Board of Directors ensures that an assessment of the performance of the Board of Directors, its committees and individual Board members is conducted.                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 2.9.<br>1 | The assessment of the performance of the Board of Directors is aimed at determining the effectiveness of the Board of Directors, its committees and individual Board members, evaluating the extent to which their activities correspond to the Company's development needs, enhancing the | <p>1. The Company's internal documents establish procedures for conducting an assessment (self-assessment) of the performance of the Board of Directors.</p> <p>2. The assessment (self-assessment) of the performance of the Board of Directors conducted during the reporting period included an assessment of the work of the Board</p> | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input checked="" type="checkbox"/> Not complied with | <p>1–3. Not complied with, as no assessment of the effectiveness of the Company's Board of Directors was conducted during the reporting period. Accordingly, neither the results of a self-assessment nor those of an external assessment of the Board of Directors were reviewed at an in-person meeting of the Board of Directors during the reporting period. Furthermore, the Company's internal documents do not establish procedures for conducting an assessment (self-assessment) of the performance of the Board of Directors.</p> <p>The Company has not approved a methodology for conducting such an assessment.</p>                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|           | effectiveness of the Board's work, and identifying areas for improvement.                                                                                                                                                                                                                                     | committees, an individual assessment of each Board member, and an assessment of the Board of Directors as a whole.<br>3. The results of the assessment (self-assessment) of the performance of the Board of Directors conducted during the reporting period were reviewed at an in-person meeting of the Board of Directors. |                                                                                                                                                     | <p>The Regulations on the Board of Directors provide for the regular assessment of the effectiveness of the Company's Board of Directors for the purpose of improving its performance. The frequency of such assessments, evaluation criteria and other matters relating to the assessment of the effectiveness of the Board of Directors are determined by separate resolutions of the Board of Directors. No such resolutions were adopted during the reporting year.</p> <p>At the same time, in 2025 the Company conducted an overall assessment of the effectiveness of its corporate governance system for the 2024–2025 corporate year, including the “Board of Directors” component. The relevant report was preliminarily reviewed by the Audit Committee of the Board of Directors on October 13, 2025 (Minutes No. 201 dated October 13, 2025). The report was subsequently reviewed by the Company's Board of Directors on October 14, 2025 (Minutes No. 592 dated October 15, 2025).</p> <p>In addition, in 2025 an annual independent external assessment of the quality of the Company's corporate governance system was conducted by the Expert RA (RAEX) rating agency. The assessment included, among other factors, the evaluation of the Company's management and control bodies.</p> <p>The Company also plans to conduct a comprehensive corporate governance assessment in 2026, including an assessment of the performance of the Board of Directors.</p> |
| 2.9.<br>2 | The performance of the Board of Directors, its committees and individual Board members is assessed on a regular basis, at least annually. An external organization (consultant) is engaged at least once every three years to conduct an independent assessment of the performance of the Board of Directors. | 1. During the three most recent reporting periods, the Company engaged an external organization (consultant) at least once to conduct an independent assessment of the performance of the Board of Directors.                                                                                                                | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input checked="" type="checkbox"/> Not complied with | <p>1. Not complied with, as no external organization (consultant) was engaged during the three most recent reporting periods to conduct an assessment of the effectiveness of the Company's Board of Directors.</p> <p>The Regulations on the Board of Directors provide for the regular assessment of the effectiveness of the Company's Board of Directors for the purpose of improving its performance. The frequency of such assessments, evaluation criteria and other matters relating to the assessment of the effectiveness of the Board of Directors are determined by separate resolutions of the Board of Directors. No such resolutions were adopted during the reporting year. In addition, the Company continues to implement measures aimed at optimizing and reducing controllable expenses.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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|       |                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                     | <p>In 2025, the Company underwent an annual independent external assessment of the quality of its corporate governance system conducted by the Expert RA (RAEX) rating agency. The assessment included, among other factors, an evaluation of the Company's management and control bodies.</p> <p>Information on the results of this assessment is available on the Company's corporate website <a href="http://www.rossetisk.ru/">http://www.rossetisk.ru/</a> in the section "Shareholders and Investors / Corporate Governance / Corporate Governance Assessment".</p> <p>The Company also plans to conduct a comprehensive corporate governance assessment in 2026, including an assessment of the performance of the Board of Directors.</p> |
| 3.1   | The Corporate Secretary ensures effective day-to-day interaction with shareholders, coordinates the Company's actions aimed at protecting shareholders' rights and interests, and supports the effective functioning of the Board of Directors. |                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3.1.1 | The Corporate Secretary possesses the knowledge, experience and qualifications necessary to perform his or her duties, has an impeccable reputation and enjoys the confidence of shareholders.                                                  | 1. The Company's website and Annual Report contain biographical information on the Corporate Secretary (including age, education, qualifications and professional experience), as well as information on positions held by the Corporate Secretary in the governing bodies of other legal entities during at least the previous five years. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 3.1.2 | The Corporate Secretary is sufficiently independent from the Company's executive management bodies and possesses the authority and resources necessary to perform his or her duties.                                                            | 1. The Company has adopted and disclosed an internal document, namely the Regulations on the Corporate Secretary.<br>2. The Board of Directors approves the appointment and dismissal of the Corporate Secretary and considers matters relating to the payment of additional remuneration to the Corporate Secretary.                       | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

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|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 3. The Company's internal documents grant the Corporate Secretary the right to request and obtain Company documents and information from the Company's governing bodies, structural subdivisions and officers.                                              |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 4.1   | The amount of the remuneration paid by the Company is sufficient for engaging, motivating and retaining persons, who have necessary competence and qualification. Remuneration is paid to the members of the Board of Directors, executive bodies and other Company's key executives in accordance with the adopted remuneration policy                                                                                                                                              |                                                                                                                                                                                                                                                             |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 4.1.1 | The amount of remuneration paid by the Company to the members of the Board of Directors, executive bodies and other key executives creates a sufficient incentive for their effective work, allowing the Company to engage and retain the competent and skilled specialists. However, the Company tries to avoid paying excessive remuneration, as well as unreasonably huge gap between the remuneration paid to the said persons and the remuneration of other Company's employees | 1. The remuneration paid to members of the Board of Directors, executive bodies and other key executives of the Company is adjusted for findings from the comparative analysis of remuneration level across comparable companies.                           | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 4.1.2 | The Company's remuneration policy has been developed by the Remuneration Committees and approved by the Company's Board of Directors. The Board of Directors with the assistance of the                                                                                                                                                                                                                                                                                              | 1. During the reporting period, the Remuneration Committee considered remuneration policy/policies and/or implementation practice, <b>assessed their effectiveness and transparency</b> and gave the relevant recommendations to the Board of Directors for | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Partially complied with, as during the reporting period the Nominations and Remuneration Committee of the Board of Directors did not conduct a separate assessment of the effectiveness and transparency of the remuneration policy and remuneration practices as a standalone agenda item. On September 26, 2025, the Nominations and Remuneration Committee of the Board of Directors considered the matter:</p> <p>"Recommendations to the Board of Directors of ROSSETI Northern Caucasus, PJSC regarding the approval of Key Performance Indicators</p> |

|       |                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                               |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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|       | Remuneration Committee exercises control over the introduction and implementation of the remuneration policy in the Company and reviews and amends it, where necessary                                                                                                                                                               | revision of the said policy/policies on an as-needed basis.                                                                                                                                                                                                                                                   |                                                                                                                                                     | (KPIs) and Functional Key Performance Indicators (FKPIs) for the management team of ROSSETI Northern Caucasus, PJSC for 2025–2027” (Minutes No. 128 dated September 26, 2025).<br>The Company intends to continue its efforts to maintain its remuneration system in an up-to-date and effective condition, aligned with the interests of the Company and its shareholders and contributing to the attraction and retention of qualified personnel. In particular, should instances of ineffective operation of the remuneration system be identified, the Company will consider conducting a formal assessment of such system. |
| 4.1.3 | The Company’s remuneration policy contains transparent arrangements for determining the amount of the remuneration to the members of the Board of Directors, executive bodies and other Company’s key executives, and also sets up the procedure for payment of allowances, benefits and privileges to these persons.                | 1. The Company’s remuneration policy (policies) contains transparent mechanisms for determining the remuneration of members of the Board of Directors, executive management bodies and other key management personnel, and regulates all forms of payments, benefits and privileges provided to such persons. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 4.1.4 | The Company has established an expense reimbursement policy specifying the categories of expenses subject to reimbursement and the level of services available to members of the Board of Directors, executive management bodies and other key management personnel. Such policy may form part of the Company’s remuneration policy. | 1. The Company’s remuneration policy (policies) or other internal documents establish the rules governing reimbursement of expenses incurred by members of the Board of Directors, executive management bodies and other key management personnel.                                                            | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 4.2   | The remuneration system for members of the Board of Directors aligns the financial interests of directors with the long-term financial interests of shareholders.                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                               |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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| 4.2.<br>1 | <p>The Company pays fixed annual remuneration to members of the Board of Directors. The Company does not pay remuneration for participation in individual meetings of the Board of Directors or its committees.</p> <p>The Company does not apply short-term incentive arrangements or additional financial incentives in respect of members of the Board of Directors.</p>                                       | <p>1. During the reporting period, the Company paid remuneration to members of the Board of Directors in accordance with the remuneration policy adopted by the Company.</p> <p>2. During the reporting period, the Company did not apply short-term incentive arrangements or additional financial incentive schemes for members of the Board of Directors where such remuneration depended on the Company's performance indicators or operating results. No remuneration was paid for participation in individual meetings of the Board of Directors or its committees.</p> | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p>                        |                                                                                                                                                                                                                                                                                        |
| 4.2.<br>2 | <p>Long-term ownership of the Company's shares best aligns the financial interests of members of the Board of Directors with the long-term interests of shareholders. At the same time, the Company does not make the right to dispose of shares conditional upon the achievement of specified performance targets, and members of the Board of Directors do not participate in option-based incentive plans.</p> | <p>1. Where the Company's internal document(s), namely the remuneration policy (policies), provide for the granting of Company shares to members of the Board of Directors, such document(s) must establish and disclose clear share ownership rules applicable to members of the Board of Directors, aimed at encouraging long-term share ownership.</p>                                                                                                                                                                                                                     | <p><input type="checkbox"/> Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Compliance with this criterion cannot be assessed, as the Company's internal document(s), namely the remuneration policy (policies) applicable to members of the Board of Directors, do not provide for the granting of Company shares to members of the Board of Directors.</p> |
| 4.2.<br>3 | <p>The Company does not provide for any additional payments or compensation in the event of the early</p>                                                                                                                                                                                                                                                                                                         | <p>1. The Company does not provide for any additional payments or compensation in the event of the early</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p>                                                                          |                                                                                                                                                                                                                                                                                        |

|       |                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                     |                                                                                                                                                                                                                                                                          |
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|       | termination of the powers of members of the Board of Directors due to a change of control of the Company or other circumstances.                                                                                                                                                                                                                | termination of the powers of members of the Board of Directors due to a change of control of the Company or other circumstances.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <input type="checkbox"/> Not complied with                                                                                                          |                                                                                                                                                                                                                                                                          |
| 4.3   | The remuneration system for members of the executive management bodies and other key management personnel provides for a link between remuneration and the Company's performance, as well as the individual's contribution to achieving such performance.                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                     |                                                                                                                                                                                                                                                                          |
| 4.3.1 | The remuneration of members of the executive management bodies and other key management personnel is structured to ensure a reasonable and balanced ratio between the fixed component of remuneration and the variable component, which depends on the Company's performance and the employee's individual contribution to the overall results. | <p>1. During the reporting period, annual performance indicators approved by the Board of Directors were used in determining the variable component of remuneration for members of the executive management bodies and other key management personnel.</p> <p><b>2. In the course of the most recent review of the remuneration system applicable to members of the executive management bodies and other key management personnel, the Board of Directors (or the Remuneration Committee) satisfied itself that the Company applies an effective balance between the fixed and variable components of remuneration.</b></p> <p>3. When determining the amount of remuneration payable to members of the executive management bodies and other key management personnel, the risks borne by the Company are taken into account in order to avoid creating incentives for</p> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Complied with.</p> <p>2. Not complied with, as the Company's Board of Directors did not conduct an assessment of the remuneration system applicable to members of the executive management bodies and other key management personnel.</p> <p>3. Complied with.</p> |

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|       |                                                                                                                                                                                                                                                                                                                                                                          | excessively risky management decisions.                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                     |                                                                                                                                                                                                                                                                     |
| 4.3.2 | The Company has implemented a long-term incentive program for members of the executive management bodies and other key management personnel based on the Company's shares (options or other equity-linked financial instruments whose underlying asset is the Company's shares).                                                                                         | 1. Where the Company has implemented a long-term incentive program for members of the executive management bodies and other key management personnel based on the Company's shares (or equity-linked financial instruments), such program provides that the right to exercise the shares or other financial instruments arises no earlier than three years after the date of grant and is conditional upon the achievement of specified Company performance indicators. | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with            | 1. Compliance with this criterion cannot be assessed, as the Company has not implemented a long-term incentive program for senior executives based on the Company's shares (or equity-linked financial instruments whose underlying asset is the Company's shares). |
| 4.3.3 | The amount of severance compensation ("golden parachute") payable by the Company in the event of early termination of the authority of members of the executive management bodies or key management personnel at the initiative of the Company, provided that no bad-faith actions have occurred on their part, does not exceed two times the fixed annual remuneration. | 1. During the reporting period, the amount of severance compensation ("golden parachute") paid by the Company in the event of early termination of the authority of members of the executive management bodies or key management personnel at the initiative of the Company, in the absence of bad-faith actions on their part, did not exceed two times the fixed annual remuneration.                                                                                 | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |                                                                                                                                                                                                                                                                     |
| 5.1   | The Company has established an effective risk management and internal control system designed to provide reasonable assurance regarding the achievement of the Company's objectives.                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                     |                                                                                                                                                                                                                                                                     |
| 5.1.1 | The Board of Directors has defined the principles and approaches to the                                                                                                                                                                                                                                                                                                  | 1. The functions of the various governing bodies and structural units within the Company's risk                                                                                                                                                                                                                                                                                                                                                                         | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with                                               |                                                                                                                                                                                                                                                                     |

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|           | organization of the Company's risk management and internal control system.                                                                                                                                                                                                    | management and internal control system are clearly defined in the Company's internal documents and/or the relevant policy approved by the Board of Directors.                                                                                                                                                                                                                                      | <input type="checkbox"/> Not complied with                                                                                                          |  |
| 5.1.<br>2 | The Company's executive management bodies ensure the establishment and maintenance of an effective risk management and internal control system.                                                                                                                               | 1. The Company's executive management bodies have ensured the allocation of duties, authority and responsibility in the area of risk management and internal control among the heads of departments and divisions reporting to them.                                                                                                                                                               | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 5.1.<br>3 | The Company's risk management and internal control system provides an objective, fair and clear view of the Company's current condition and prospects, ensures the integrity and transparency of the Company's reporting, and promotes reasonable and acceptable risk-taking. | 1. The Company has adopted an Anti-Corruption Policy.<br>2. The Company has established a secure, confidential and accessible reporting mechanism (hotline) enabling the Board of Directors or the Audit Committee of the Board of Directors to be informed of violations of laws, internal procedures or the Company's Code of Ethics.                                                            | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 5.1.<br>4 | The Board of Directors takes the necessary measures to ensure that the risk management and internal control system operating within the Company complies with the principles and approaches established by the Board of Directors and functions effectively.                  | 1. During the reporting period, the Board of Directors (the Audit Committee and/or the Risk Management Committee, if established) organized an assessment of the reliability and effectiveness of the Company's risk management and internal control system.<br>2. During the reporting period, the Board of Directors reviewed the results of the assessment of the reliability and effectiveness | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |

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|       |                                                                                                                                                                                                                                                                                                                                | of the Company's risk management and internal control system, and information regarding the results of such review was included in the Company's Annual Report.                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                     |  |
| 5.2   | To ensure a systematic and independent assessment of the reliability and effectiveness of the risk management and internal control system, as well as corporate governance practices, the Company has established an internal audit function.                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                     |  |
| 5.2.1 | For the purposes of internal audit, the Company has established a dedicated internal audit unit or engaged an independent external organization. The functional and administrative reporting lines of the internal audit function are segregated. Functionally, the internal audit function reports to the Board of Directors. | 1. The Company has established a dedicated internal audit unit functionally accountable to the Board of Directors, or has engaged an independent external organization operating under the same reporting principle.                                                                                                                                                                                                                                                                                                                    | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 5.2.2 | The internal audit function assesses the reliability and effectiveness of the risk management and internal control system, as well as corporate governance practices, and applies generally accepted internal auditing standards.                                                                                              | 1. During the reporting period, an assessment of the reliability and effectiveness of the Company's risk management and internal control system was conducted as part of the internal audit activities.<br>2. During the reporting period, an assessment of corporate governance practices (or specific corporate governance practices) was conducted as part of the internal audit activities, including procedures for information exchange (including matters relating to internal control and risk management) at all levels of the | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |

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|       |                                                                                                                                                                                              | Company's management structure, as well as interaction with stakeholders.                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 6.1   | The Company and its activities are transparent to shareholders, investors and other stakeholders.                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 6.1.1 | The Company has developed and implemented an information policy that ensures effective information interaction among the Company, its shareholders, investors and other stakeholders.        | <p>1. The Company's information policy has been approved by the Board of Directors and has been developed taking into account the recommendations of the Code.</p> <p><b>2. During the reporting period, the Board of Directors (or one of its committees) considered the effectiveness of information interaction among the Company, its shareholders, investors and other stakeholders, as well as the advisability (necessity) of revising the Company's information policy.</b></p> | <p><input type="checkbox"/> Complied with</p> <p><input checked="" type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Complied with.</p> <p>2. Partially complied with, as during the reporting period the Board of Directors did not consider, as a separate agenda item, the effectiveness of information interaction among the Company, its shareholders, investors and other stakeholders. On March 6, 2025, the Board of Directors reviewed the Report on Compliance with the Company's Information Policy for 2024 (Minutes No. 575 dated March 7, 2025). The Company will continue its efforts to periodically review its Information Policy in response to changes in applicable laws and regulations and the issuance of recommendations by the Bank of Russia, as well as in the event that instances of ineffective information interaction among the Company, its shareholders, investors and other stakeholders are identified.</p> |
| 6.1.2 | The Company discloses information on its corporate governance system and practices, including detailed information regarding compliance with the principles and recommendations of the Code. | <p>1. The Company discloses information regarding its corporate governance system and the general corporate governance principles applied by the Company, including through the Company's website.</p> <p>2. The Company discloses information regarding the composition of its executive management bodies and Board of Directors, the independence status of Board members and their membership on Board committees (in accordance with the definitions set forth in the Code).</p>   | <p><input checked="" type="checkbox"/> Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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|       |                                                                                                                                                                                                                | 3. Where the Company has a controlling shareholder, the Company publishes a memorandum of the controlling shareholder regarding such shareholder's plans in relation to the Company's corporate governance.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 6.2   | The Company timely discloses complete, relevant and reliable information about the Company to enable shareholders and investors to make informed decisions.                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 6.2.1 | The Company discloses information in accordance with the principles of regularity, consistency and timeliness, as well as accessibility, reliability, completeness and comparability of disclosed information. | <p>1. The Company has established a procedure ensuring coordination among all structural divisions and employees involved in information disclosure or whose activities may give rise to disclosure obligations.</p> <p>2. Where the Company's securities are traded on foreign organized markets, material information is disclosed in the Russian Federation and on such markets simultaneously and on an equivalent basis throughout the reporting period.</p> <p>3. Where foreign shareholders hold a significant interest in the Company's shares, information is disclosed during the reporting period not only in Russian but also in one of the most widely used foreign languages.</p> | <p>✓ Complied with</p> <p><input type="checkbox"/> Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Complied with.</p> <p>2. Compliance with this criterion cannot be assessed, as the Company's securities are not traded on foreign organized markets.</p> <p>3. Compliance with this criterion cannot be assessed, as foreign shareholders do not hold a significant shareholding in the Company.</p>                                                                                                                                     |
| 6.2.2 | The Company avoids a purely formal approach to information disclosure and discloses material information regarding its activities even where such                                                              | 1. The Company's Information Policy defines the approaches to disclosure of information regarding other events (actions) that may have a material impact on the value or market price of the Company's securities,                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <p><input type="checkbox"/> Complied with</p> <p>✓ Partially complied with</p> <p><input type="checkbox"/> Not complied with</p> | <p>1. Complied with.</p> <p>2. Partially complied with, as neither the Company's Annual Report (other than the Report on Compliance with the Principles and Recommendations of the Corporate Governance Code) nor the Company's website contains information regarding the possibility of certain shareholders acquiring, or having acquired, a degree of control disproportionate to their shareholding in the Company's charter capital.</p> |

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|  | <p>disclosure is not required by law.</p> <p>notwithstanding that disclosure of such information is not required by law.</p> <p>2. The Company discloses information regarding its capital structure in accordance with <b>Recommendation 290 of the Code</b> in its Annual Report and on the Company's website.</p> <p>3. The Company discloses information regarding subsidiaries and controlled entities that are material to the Company, including their principal areas of activity, the mechanisms ensuring their accountability, and the powers of the Company's Board of Directors with respect to determining the strategy and evaluating the performance of such controlled entities.</p> <p><b>4. The Company publishes a non-financial report, such as a sustainability report, environmental report, corporate social responsibility report, or another report containing non-financial information, including information relating to environmental factors (including environmental and climate-related factors), social factors and corporate governance factors, other than the issuer's securities disclosure report and the annual report of a joint-stock company.</b></p> |  | <p>The Company considers the likelihood of such disproportionate control to be low. No instances of shareholders acquiring a degree of control disproportionate to their shareholding in the Company's charter capital were identified during the reporting period. At the same time, the Company's Annual Report contains information regarding the placement of additional shares, under which Rosseti, PJSC contributed cash funds to the Company's charter capital for the purposes of implementing the Development Plan.</p> <p>3. Complied with.</p> <p>4. Not complied with, as the Company does not publish a standalone non-financial report, sustainability report, environmental report, corporate social responsibility report, or any other report containing non-financial information, other than the issuer's securities disclosure report and the annual report of a joint-stock company. At the same time, in order to demonstrate its commitment to sustainable development principles, the Company has included in its Annual Report a dedicated section covering human resources management, occupational health and safety, environmental protection, energy consumption and energy efficiency, procurement activities, anti-corruption policy, economic security, information disclosure, public relations, and interaction with government authorities and mass media. In preparing its Annual Report, the Company also seeks to follow the recommendations on disclosure of non-financial information by public joint-stock companies set forth in the Bank of Russia Information Letter No. IN-06-28/49 dated July 12, 2021.</p> |
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| 6.2.<br>3 | As one of the most important instruments for information interaction with shareholders and other stakeholders, the Annual Report contains information enabling an assessment of the Company's performance during the reporting year. | 1. The Company's Annual Report contains information regarding the Audit Committee's assessment of the effectiveness of the external and internal audit processes.<br>2. The Company's Annual Report contains information regarding the Company's environmental policy and social policy.                                                                                                                                                                                                                                                                                             | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 6.3       | The Company provides information and documents to shareholders upon request in accordance with the principles of equal access and non-burdensome procedures.                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                     |  |
| 6.3.<br>1 | The exercise by shareholders of their right to access the Company's documents and information is not associated with unjustified difficulties.                                                                                       | 1. The Company's Information Policy (or internal documents governing the information policy) establishes a non-burdensome procedure for providing shareholders, upon request, with access to the Company's information and documents.<br>2. The Company's Information Policy (or internal documents governing the information policy) contains provisions requiring the Company, upon receipt of a shareholder request for information regarding entities controlled by the Company, to make the necessary efforts to obtain such information from the relevant controlled entities. | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |
| 6.3.<br>2 | When providing information to shareholders, the Company ensures a reasonable balance between the interests of individual                                                                                                             | 1. During the reporting period, the Company did not refuse shareholder requests for information, or any such refusals were duly justified.                                                                                                                                                                                                                                                                                                                                                                                                                                           | <input checked="" type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with |  |

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|       | shareholders and the interests of the Company in preserving the confidentiality of important commercial information that may materially affect its competitiveness.                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2. In cases specified by the Company's Information Policy, shareholders are notified of the confidential nature of the information provided and undertake obligations to preserve its confidentiality.                                                                                                                                                                                                                                                                                   |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 7.1   | Actions that significantly affect, or may significantly affect, the Company's share capital structure and financial position and, consequently, the position of shareholders (material corporate actions), are carried out on fair terms ensuring the protection of the rights and interests of shareholders and other stakeholders.                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 7.1.1 | Material corporate actions include the reorganization of the Company, the acquisition of 30% or more of the Company's voting shares (takeover), the execution of material transactions by the Company, increases or decreases in the Company's charter capital, the listing or delisting of the Company's shares, and other actions that may result in a material change in shareholders' rights or adversely affect their interests. The Company's Charter defines the list (criteria) of transactions or other actions constituting material corporate actions, and such actions fall within the competence of the Board of Directors. | <b>1. The Company's Charter defines the list (criteria) of transactions or other actions constituting material corporate actions.</b> The adoption of decisions relating to material corporate actions is assigned by the Charter to the competence of the Board of Directors. In cases where such corporate actions are expressly assigned by law to the competence of the General Shareholders Meeting, the Board of Directors provides shareholders with appropriate recommendations. | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Partially complied with, as the Company's Charter does not define a list of transactions or other actions constituting material corporate actions, nor does it establish criteria for determining such actions. The Company relies on Clause 7.1.1 of the Corporate Governance Code when determining whether a particular action constitutes a material corporate action.</p> <p>The adoption of decisions regarding matters classified as material corporate actions under Recommendation 303 of the Bank of Russia Corporate Governance Code (including, for example, the reorganization of the Company, increases or decreases in the Company's charter capital, decisions regarding the Company's participation in other organizations, decisions to apply for the listing or delisting of the Company's shares, and decisions to consent to or subsequently approve major transactions) falls within the competence of the Board of Directors or the General Shareholders Meeting in accordance with applicable law and the Company's Charter. Where matters relating to material corporate actions are submitted to a meeting or absentee voting of the General Shareholders Meeting, the Board of Directors provides shareholders with the relevant recommendations.</p> <p>The Company does not currently plan to amend its Charter to introduce a definition of, and/or criteria for determining, material corporate actions.</p> |
| 7.1.2 | The Board of Directors plays a key role in making decisions or formulating                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1. The Company has established a procedure whereby Independent Directors express                                                                                                                                                                                                                                                                                                                                                                                                         | <input type="checkbox"/> Complied with<br><input type="checkbox"/> Partially complied with                                                          | 1. Not complied with, as the Company has not established a specific procedure requiring Independent Directors to express their position on material corporate actions prior to their approval. as the Company's                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

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|       | recommendations regarding material corporate actions and relies on the views of the Company's Independent Directors.                                                                                                                                                                                                                                                                                                                                                                                                                        | their position on material corporate actions prior to their approval.                                                                                                                                                                                                                                                                                                                                  | ✓ Not complied with                                                                                                                                 | <p>Charter does not define a list of transactions or other actions constituting material corporate actions, nor does it establish criteria for determining such actions. At the same time, all members of the Board of Directors have the opportunity to express their views on any agenda item submitted for consideration by the Board of Directors prior to its approval.</p> <p>The Company does not currently plan to amend its Charter to introduce a definition of, and/or criteria for determining, material corporate actions.</p>                                                                                                                                                                                                                      |
| 7.1.3 | <p>When carrying out material corporate actions affecting the rights and legitimate interests of shareholders, the Company ensures equal treatment of all shareholders and, where statutory mechanisms for the protection of shareholders' rights are insufficient, adopts additional measures to safeguard the rights and legitimate interests of shareholders.</p> <p>In doing so, the Company is guided not only by formal compliance with legal requirements but also by the corporate governance principles set forth in the Code.</p> | <p>1. Taking into account the specifics of the Company's operations, the Charter assigns to the competence of the Board of Directors <b>the approval of transactions that are material to the Company in addition to those expressly required by law.</b></p> <p>2. During the reporting period, all material corporate actions were subject to approval procedures prior to their implementation.</p> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Partially complied with, as the Company's Charter does not define a list of transactions or other actions constituting material corporate actions, nor does it establish criteria for determining such actions. The Company relies on Clause 7.1.1 of the Corporate Governance Code when determining whether a particular action constitutes a material corporate action. In addition, no material corporate actions other than those referred to in Clause 7.1.1 of the Code were identified in the Company's activities. At the same time, taking into account the specifics of the Company's operations, the Charter provides for the approval of a number of transactions in addition to those expressly required by law.</p> <p>2. Complied with.</p> |
| 7.2   | The Company ensures that material corporate actions are carried out in a manner that enables shareholders to receive complete information regarding such actions in a timely manner, allows them to influence the implementation of such actions, and guarantees an appropriate level of protection of their rights.                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 7.2.1 | Information regarding material corporate actions is disclosed together with an explanation of the                                                                                                                                                                                                                                                                                                                                                                                                                                           | 1. Where material corporate actions were undertaken during the reporting period, the Company disclosed information                                                                                                                                                                                                                                                                                     | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | 1. Partially complied with. During the reporting period, one material corporate action took place. The Company disclosed information regarding such action in a timely and detailed manner through a material fact notice entitled "Execution by the Issuer or                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

|           |                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|           | reasons for, terms of, and consequences of such actions.                                                                       | regarding such actions in a timely and detailed manner, <b>including information on the reasons for such actions, the terms on which they were carried out, and their consequences for shareholders.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                     | a Controlled Entity Material to the Issuer of a Material Transaction (Disclosure of Insider Information)". However, the format of a material fact notice established pursuant to Bank of Russia Regulation No. 714-P dated March 27, 2020 "On Information Disclosure by Issuers of Equity Securities" does not provide for disclosure of information regarding the reasons for, terms of, or consequences of material corporate actions for shareholders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 7.2.<br>2 | The rules and procedures governing the Company's material corporate actions are set forth in the Company's internal documents. | <p>1. The Company's internal documents define the circumstances in which an independent appraiser must be engaged to determine the value of assets being acquired or disposed of in connection with a major transaction or a related-party transaction, as well as the procedure for such engagement.</p> <p>2. The Company's internal documents establish procedures for engaging an independent appraiser to determine the acquisition price and repurchase price of the Company's shares.</p> <p><b>3. Where a member of the Board of Directors, the Sole Executive Body, a member of the collegial executive body, the controlling shareholder of the Company, or a person entitled to issue binding instructions to the Company has no formal interest in a transaction but nevertheless has a conflict of interest or another form of actual interest, the Company's internal documents provide that such person does not participate in voting on the</b></p> | <input type="checkbox"/> Complied with<br><input checked="" type="checkbox"/> Partially complied with<br><input type="checkbox"/> Not complied with | <p>1. Complied with.</p> <p>2. Complied with.</p> <p>3. Not complied with, as the Company's internal documents do not provide that, under the circumstances described above, members of the Board of Directors must refrain from participating in voting on the approval of the relevant transaction. Pursuant to the Regulations on the Board of Directors, members of the Board of Directors must refrain from actions that may result, or potentially result, in a conflict between their interests and those of the Company. Where a potential conflict of interest arises for a member of the Board of Directors, including where such member has an interest in a transaction entered into by the Company, that member is required to promptly notify the Board of Directors and, in all circumstances, place the interests of the Company above his or her own interests. Such notification must be provided prior to the commencement of discussion of the relevant agenda item at the meeting of the Board of Directors where the member has a conflict of interest.</p> |

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|  |  | <b>approval of the relevant transaction.</b> |  |  |
|--|--|----------------------------------------------|--|--|