

# BOARD OF DIRECTORS

THE BOARD OF DIRECTORS IS A COLLEGIAL MANAGEMENT BODY RESPONSIBLE FOR GENERAL MANAGEMENT OF THE COMPANY'S ACTIVITIES, DEFINING ITS STRATEGY, SUPERVISING THE ACTIVITIES OF THE COMPANY'S EXECUTIVE BODIES, AS WELL AS EXECUTION OF DECISIONS OF THE GENERAL MEETING OF SHAREHOLDERS AND SECURING THE LEGITIMATE INTERESTS OF ROSSETI KUBAN'S SHAREHOLDERS.

Main goals and objectives of the Board of Directors:

- Defining the development strategy of the Company, which is aimed to enhance its market value and investment attractiveness, to receive maximum profits, and expand corporate assets
- Providing the exercise and protection of the rights and legitimate interests of the shareholders, as well as assisting in corporate conflict resolution
- Providing for full, reliable and objective disclosure of the Company's information to shareholders and other parties concerned
- Establishing effective internal control mechanisms
- Conducting regular assessment of executive body activities and the Company's management operations

To achieve the goals and objectives set, the Board of Directors abides by the following principles:

- Decisions shall be made based on reliable information about the Company's operations

- Shareholders' rights to involvement with the management of the Company and the acquisition of the dividends and the Company's information shall not be restricted
- The interests of various shareholder groups shall be balanced, and the Board of Directors shall make decisions that are objective and in the best interests of all of the Company's shareholders

In its operations, the Board of Directors abides by the law on joint stock companies and other federal laws and regulations of the Russian Federation, the Company's Articles of Association, and the Regulation on the Board of Directors<sup>1</sup>.

According to the Articles of Association of Rosseti Kuban, the competence of the Board of Directors was expanded beyond the provisions of Federal Law "On Joint Stock Companies".

The expenses incurred by the Company for D&O insurance of the Board members in 2021 amounted to RUB 9.3 mn.

## MEMBERSHIP OF THE BOARD OF DIRECTORS

Eleven members of the Board of Directors<sup>2</sup> shall be elected by the General Meeting of the Company Shareholders and shall remain in the office until the next annual General Meeting of Shareholders. If the Board of Directors is elected at an extraordinary General Meeting of Shareholders, its members shall remain in office up to the next annual General Meeting of Shareholders.

Directors elected to the Board of Directors to the first time are provided with an opportunity to get an insight into the Company's strategy, corporate governance system,

risk management and internal control system, distribution of duties between the executive bodies of the Company and other important information on production and financial and business activities of the Company.

During the reporting year, there were four compositions of the Company's Board of Directors, two of which were elected by resolutions of the annual General Meetings of Shareholders in 2020 and 2021 and two – by resolutions of extraordinary General Meetings of Shareholders in the reporting year.

<sup>1</sup> The Regulation on the Board of Directors of Rosseti Kuban, PJSC is published on the Company's website in the About the Company / Constituent and Internal Documents section.

<sup>2</sup> Consent to the disclosure of personal information set out in the Corporate Governance section was obtained from all persons who are or were members of the Company's management and control bodies, except for Vasilij Varseev and Alexey Polinov, information about whom was taken from publicly available sources of information.

## THE CURRENT BOARD OF DIRECTORS (ELECTED AT THE EXTRAORDINARY GENERAL MEETING OF THE COMPANY ON 30 DECEMBER 2021)<sup>1</sup>

### Daniil Krainskiy

Chairman of the Board of Directors, Non-Executive Director<sup>2</sup>

<b>Year of birth</b>	1979
<b>Education</b>	Higher. Graduated from Moscow State Law Academy, majoring in Jurisprudence, lawyer
<b>Work experience for the last five years</b>	
2011–2017	First Deputy General Director of JSC United Energy Company
2017 – present time	Deputy General Director for Legal Support of Rosseti, PJSC (primary place of employment)
2018 – present time	Advisor to the General Director, member of the Board of Directors of Rosseti Lenenergo, PJSC Chairman of the Board of Directors of JSC Lenenergo Energy Service Company
2019 – present time	Member of the Management Board of Rosseti Lenenergo, PJSC
2020 – present time	Deputy General Director for Legal Support (part-time), PJSC FGC UES Member of the Board of Directors at PJSC Rosseti Northern Caucasus, PJSC Rosseti Centre, PJSC Rosseti Siberia, OJSC IDGC of Urals and PJSC Rosseti Moscow Region. Member of the Board of Directors and the Management Board of the managing organisation (PJSC Rosseti Lenenergo) of LLC Energotrans
2021 – present time	Chairman (member) of the Boards of Directors of PJSC TDC, JSC Tyvaenergo, PJSC Rosseti Volga, PJSC Rosseti North-West, PJSC Rosseti South, JSC STC UES, JSC Rosseti Tyumen, JSC Yantarenergo, JSC VOLS-VL Management, and JSC STC FGC UES. Member of the Strategy Committee of the Board of Directors of Rosseti Kuban, PJSC
2022 – present time	Member of the Management Board of Rosseti, PJSC Member of the Board of Directors of JSC ECOM UES
<b>Period of service on the Board of Directors of the Company</b>	Since 3 June 2021 to the present time

### Grigory Gladkovskiy

Non-Executive Director

<b>Year of birth</b>	1984
<b>Education</b>	Higher. Graduated from the Moscow State Institute of International Relations, majoring in Finance and Credit, international economist with knowledge of foreign languages
<b>Work experience for the last five years</b>	
2016–2018	Head of the Digital Platform Division of PJSC Sberbank
2018–2019	Advisor to the Director General of JSC UEC
2019 – present time	Deputy Chief Engineer of Rosseti, PJSC (primary place of employment)

<sup>1</sup> The statements of experience of the Board of Directors' members state only the latest positions in each of the place of employment. All of the positions held by the Board of Directors' members can be found in quarterly reports of the Issuer (Issuer's reports) published on the Company's website in the For Shareholders and Investors / Information Disclosure / Reports of the Equity Issuer section.

Information on the place of employment of the Board of Directors' members and the positions they hold are given in accordance with the data provided to the Company by them at the end of the reporting year. The Company understands "the present time" as 31 December 2021.

<sup>2</sup> The status of the Board members (executive, non-executive, independent) is defined by the criteria of the Corporate Governance Code.

2019 – present time	Member of the Board of Directors of JSC Operator of APCS
2020 – present time	Chairman of the Boards of Directors of JSC NWEUK, JSC FTC Member of the Boards of Directors of JSC ENIN, JSC STC FGC UES
<b>Period of service on the Board of Directors of the Company</b>	Since 3 June 2021 to the present time

## Yuri Goncharov

Non-Executive Director

<b>Year of birth</b>	1977
<b>Education</b>	Higher. Graduated: <ul style="list-style-type: none"> <li>• Moscow State Mining University, majoring in Management, Master's Degree in Management</li> <li>• Moscow Institute of Economics, Politics and Law, majoring in Jurisprudence, Bachelor of Jurisprudence</li> </ul>
<b>Work experience for the last five years</b>	
2013 – present time	Chief Adviser for Rosseti, PJSC (primary place of employment)
2012–2017	Member of the Board of Directors of JSC Yantarenergo
2014 – present time	Member of the Boards of Directors of JSC Rosseti Tyumen and OJSC IDGC of Urals
2017–2019	Member of the Board of Directors of PJSC IDGC of Siberia
2018–2019	Member of the Board of Directors of PJSC MOESK
2020–2020	Member of Audit Committee of the Board of Directors of OJSC IDGC of Urals
2020 – present time	Member of the Boards of Directors of PJSC Rosseti Northern Caucasus, PJSC Rosseti Centre and Volga region, PJSC Rosseti North-West. Member of the Strategy Committee of the Board of Directors of OJSC IDGC of Urals. Chairman of the Audit Committee, member of the Strategy Committee of the Board of Directors of PJSC Rosseti Northern Caucasus. Member of the Strategy Committee, Chairman of the Personnel and Remuneration Committee of the Board of Directors of PJSC Rosseti Centre and Volga region
2020–2021	Chairman of the Personnel and Remuneration Committee of the Board of Directors of PJSC Rosseti North-West. Member of the Board of Directors, member of the Personnel and Remuneration Committee, Deputy Chairman of the Audit Committee of the Board of Directors of PJSC Rosseti Lenenergo
2021 – present time	Member of the Boards of Directors of PJSC Rosseti Volga, PJSC Rosseti Centre
2022 – present time	Member of the Board of Directors of JSC NWEUK
<b>Period of service on the Board of Directors of the Company</b>	Since 31 August 2021 to the present time

**Alexander Kazakov**

Non-Executive Director

<b>Year of birth</b>	1948
<b>Education</b>	Higher. Graduated Moscow Engineering and Economic Institute named after S. Ordzhonikidze, majoring in Economics, engineer-economist. Holds a doctorate degree in Economics
<b>Work experience for the last five years</b>	
2011–2019	Chairman of the Board of Directors of OJSC DVEUK
2018–2021	Chairman, member of the Board of Directors of PJSC IDGC of Centre
2018 – present time	Chairman, member of the Board of Directors of PJSC Rosseti Centre and Volga region
2020–2021	Member of the Board of Directors of PJSC Rosseti Volga
2021 – present time	Member of the Board of Directors of PJSC Rosseti South
2021–2021	Member of the Audit Committee under the Board of Directors of PJSC Rosseti Kuban
2021–2022	Chairman of the Personnel and Remuneration Committee of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	Since 3 June 2021 to the present time

**Madina Kaloeva**

Non-Executive Director

<b>Year of birth</b>	1980
<b>Education</b>	Higher. Graduated from North Ossetian State University n.a. . Khengurov, majoring in Jurisprudence, lawyer
<b>Work experience for the last five years</b>	
2013 – present time	Director for Corporate Governance – Head of Corporate Governance Department of PJSC FGC UES (primary place of employment)
2020 – present time	Director for Corporate Governance – Head of Corporate Governance Department of PJSC Rosseti (part-time)
2014 – present time	Member of the Supervisory Board of JSC UES SakRusenergo. Member of the Board of Directors of JSC MTCES
2014–2021	Member of the Board of Directors of LLC FGC UES Power Index
2015–2021	Member of the Board of Directors of LLC FGC – Asset Management
2017 – present time	Member of the Board of Directors of JSC Energy Forecasting Agency
2019 – present time	Member of the Board of Directors of LLC IT Energy Services
2021 – present time	Member of the Boards of Directors of PJSC Rosseti Centre and Volga region, JSC STC UES, JSC VOLS-VL Management, JSC TCC, JSC ENIN. Chairman of the Board of Directors of JSC Kuban Main Grids
2021–2021	Member of the Board of Directors of JSC DVEUK-UNPG, JSC NWEUK
<b>Period of service on the Board of Directors of the Company</b>	Since 31 August 2021 to the present time

**Konstantin Kravchenko**

Non-Executive Director

<b>Year of birth</b>	1973
<b>Education</b>	Higher. Graduated from Voronezh Polytechnic Institute, majoring in PGR Design and Technology, design & process engineer. Holds a candidate degree in Technical Science
<b>Work experience for the last five years</b>	
2012–2018	Head of the Department of Information Technology, Automation and Telecommunications of OJSC Gazprom Neft
2018–2020	Director of Information Technology at the Corporate Governance Centre of the Moscow representative office of Uralvagonzavod Research and Production Corporation n.a. F. Dzerzhinsky
2020–2021	Deputy General Director for Information Technology, JSC Uralvagonzavod Concern
2021 – present time	Chief Advisor to the General Director, acting Deputy General Director for Digital Transformation of PJSC Rosseti (primary place of employment)
2021 – present time	Chief Advisor to the General Director, acting Deputy General Director for Digital Transformation of PJSC FGC UES (part-time). Acting General Director of JSC VOLLS-VL Management. Member of the Boards of Directors of JSC VOLLS-VL Management, JSC Rosseti Tyumen, JSC MTCES, LLC IT Energy Service, JSC Chitatchenergo, LLC Infrastructural Investments-3, PJSC Rosseti Siberia, PJSC Rosseti Kuban, PJSC Rosseti Centre and Volga region, JSC FTC
2022 – present time	Member of the Board of Directors of JSC NWEUK
<b>Period of service on the Board of Directors of the Company</b>	Since 30 December 2021 to the present time

**Mikhail Medvedev**

Independent Director

<b>Year of birth</b>	1969
<b>Education</b>	Higher. Graduated from Saint-Petersburg State University of Economics and Finance, majoring in Finance and Credit, economist
<b>Work experience for the last five years</b>	
2011–2019	Deputy General Director for LLC Intratool Holding
2015–2018	Deputy General Director for Economics and Finance of LLC Safonovo Industrial Park
2017 – present time	Member of the Strategy and Development Committee under the Board of Directors of JSC Tumenenergo. Member of the Reliability Committee of the Board of Directors of PJSC Rosseti Kuban
2018 – present time	Adviser to General Director of JSC Avangard (primary place of employment)
2019 – present time	Member of the Strategy Committee of the Board of Directors of Rosseti Kuban, PJSC
<b>Period of service on the Board of Directors of the Company</b>	Since 16 June 2017 to the present time

**Alexey Molskiy**

Non-Executive Director

<b>Year of birth</b>	1980
<b>Education</b>	Higher. Graduated from Moscow Power Engineering Institute, majoring in Power Systems and Grids, engineer, and Economics and Management of Electric Power Enterprises, engineer-economist
<b>Work experience for the last five years</b>	
2006–2020	First Deputy Chairman of the Management Board of PJSC FGC UES
2016–2020	Member of the Management Board of PJSC FGC UES
2020 – present time	Deputy General Director for Investments, Capital Construction and Service Sales, member of the Management Board of PJSC Rosseti (part-time)
2020 – present time	Deputy General Director for Investments, Capital Construction and Service Sales of PJSC FGC UES (primary place of employment)
2014 – present time	Chairman of the Supervisory Board of JSC UES SakRusenergo
2015–2017	Chairman and President of SRO Union Energostroy
2016–2017	Chairman of the Board of Directors of JSC EMMC UES, JSC Energy Forecasting Agency, JSC Kuban Main Grids, JSC Tomsk Main Grids
2016 – present time	Member of the Board of Directors of JSC TaigaEnergoStroy
2019 – present time	Chairman, member of the Board of Directors of JSC EMMC UES. Chairman, member of the Board of Directors of OJSC Tomsk Main Grids
2019–2020	Chairman of the Board of Directors for JSC Energosetproekt
2020 – present time	Member of the Presidium of the CIGRE RNC. Member of the Board of Directors of PJSC Rosseti Moscow Region
2021 – present time	Member of the Boards of Directors of PJSC TDC, JSC Tyvaenergo, PJSC Rosseti Volga, PJSC Rosseti North-West, PJSC Rosseti Northern Caucasus, PJSC Rosseti Centre, PJSC Rosseti Siberia, JSC Rosseti Tyumen, JSC TCC, PJSC Rosseti South, JSC VOLS-VL Management
2020 – present time	Chairman of the Grid Connection Committee of the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	Since 3 June 2021 to the present time

**Alexey Polinov**

Non-Executive Director

<b>Year of birth</b>	1978
<b>Education</b>	Higher. Graduated from Moscow State Construction University, majoring in Economics and Management at the Enterprise (in construction), economist. Holds a candidate degree in Economic Sciences
<b>Work experience for the last five years</b>	
2014–2017	Deputy General Director for Development of JSC Syntez Group
2018–2018	Advisor to the Director General of JSC UEC
2018 – present time	Advisor to PJSC Rosseti Lenenergo
2019 – present time	Member of the Management Board; member of the Strategy Committee of the Board of Directors of PJSC Rosseti Lenenergo

2021 – present time	Chief Advisor to General Director of PJSC Rosseti, Acting General Director for Economics and Finance of PJSC Rosseti
2021 – present time	Member of the Boards of Directors of PJSC Rosseti Lenenergo, PJSC Rosseti North-West, PJSC Rosseti South, PJSC Rosseti Moscow Region, PJSC Rosseti Siberia, OJSC IDGC of Urals, JSC Rosseti Tyumen, JSC Yantarenergo, LLC FSK Asset Management, JSC ECMC UES
<b>Period of service on the Board of Directors of the Company</b>	Since 3 June 2021 to the present time

### Boris Ebzeev

Executive Director

<b>Year of birth</b>	1975
<b>Education</b>	Higher. Graduated from Lomonosov Moscow State University , majoring in Jurisprudence, lawyer. He holds a candidate degree in Legal Sciences
<b>Work experience for the last five years</b>	
2014 – present time	Chairman of the Management Board, General Director of PJSC Rosseti South (primary place of employment)
2014–2019	Member of the Board of Directors of JSC Donenergo
2015 – present time	Member of the Board of Directors of PJSC Rosseti South
2018 – present time	Chairman of the Board of Directors for JSC VMES
2021 – present time	Chairman of the Management Board, acting General Director (part-time) of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	Since 31 August 2021 to the present time

### Viktor Yavorskiy

Independent Director

<b>Year of birth</b>	1955
<b>Education</b>	Higher. Graduated from Moscow Power Engineering Institute, majoring in Automated Control Systems, system engineer
<b>Work experience for the last five years</b>	
2002 – present time	General Director of LLC Technology Centre
2006 – present time	President of LLC OSBI KLAS Audit and Consulting Group (primary place of employment)
2013 – present time	Member of Management Board Presidium for All-Russian Non-Governmental Organisation of Small and Medium Business OPORA RUSSIA
2014 – present time	General Director for LLC Tori-Audit
2015–2019	Member of the Board of Directors of JSC Tumenenergo
2020–2021	Chairman of the Audit Committee under the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	Since 20 June 2019 to the present time

## THE BOARD OF DIRECTORS ELECTED BY THE EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS ON 31 AUGUST 2021 AND SITTING UNTIL A NEW BOARD OF DIRECTORS WAS ELECTED ON 30 DECEMBER 2021<sup>1</sup>

1. Daniil Krainskiy, Chairman of the Board of Directors, non-executive director.
2. Grigory Gladkovskiy, non-executive director.
3. Yuri Goncharov, non-executive director.
4. Alexander Kazakov, non-executive director.
5. Madina Kaloeva, non-executive director.
6. Mikhail Medvedev, independent director.
7. Alexey Molskiy, non-executive director.
8. Alexey Polinov, non-executive director.
9. Boris Ebzeev, executive director.
10. Viktor Yavorskiy, independent director.

Were re-elected to the Company's Board of Directors by the extraordinary General Meeting of Shareholders of PJSC Rosseti Kuban on 30 December 2021.

[For more details, please see the Current Board of Directors section \(elected at the extraordinary General Meeting of the Company's Shareholders on 30 December 2021\).](#)

### Konstantin Mikhailik

Non-Executive Director

<b>Year of birth</b>	1983
<b>Education</b>	<p>Higher. Graduated:</p> <ul style="list-style-type: none"> <li>• St. Petersburg University of the Ministry of Internal Affairs of Russia, majoring in Jurisprudence, lawyer</li> <li>• Moscow State Institute of International Relations (University) of the Ministry of Foreign Affairs of Russia, majoring in Finance and Credit, international economist with knowledge of foreign languages</li> <li>• National Research University MPEI, majoring in Electricity and Electrical Engineering</li> </ul> <p>Holds a candidate degree in Legal Sciences</p> <p>Supplementary vocational education:</p> <ul style="list-style-type: none"> <li>• Institute of Management Accountants (IMA USA), Certified Management Accountants (CMA) degree</li> <li>• Association of Certified Fraud Examiners (ACFE USA), Certified Fraud Examiners degree</li> </ul>
<b>Work experience for the last five years</b>	
2015–2018	First Deputy General Director of PJSC IDGC of Centre
2019–2021	Deputy General Director for Digital Transformation of PJSC Rosseti (primary place of employment)
2020–2021	Deputy General Director for Digital Transformation of PJSC FGC UES (part-time)
2020–2020	Member of the Board of Directors of JSC STC UES
2020–2021	Member of the Boards of Directors of PJSC Rosseti South, JSC VOLLS-VL Management, PJSC Rosseti North-West, PJSC TDC, JSC FTC, PJSC Rosseti Centre
2021–2021	Member of the Boards of Directors of PJSC Rosseti Centre and Volga region, PJSC Rosseti Siberia, JSC NWEUK
<b>Period of service on the Board of Directors of the Company</b>	From 31 August to 30 December 2021

<sup>1</sup> The statements of experience of the Board of Directors' members state only the latest positions in each of the place of employment. All of the positions held by the Board of Directors members (in chronological order) can be found in quarterly reports of the Company published online on the website of Rosseti Kuban, PJSC in the For Shareholders and Investors / Information Disclosure / Reports of the Equity Issuer section. Information on the place of employment of the Board of Directors' members and the positions they hold are given in accordance with the data provided to the Company by them as at 31 August 2021.



## THE BOARD OF DIRECTORS ELECTED BY THE ANNUAL GENERAL MEETING OF SHAREHOLDERS ON 3 JUNE 2021 AND SITTING UNTIL A NEW BOARD OF DIRECTORS WAS ELECTED ON 31 AUGUST 2021<sup>1</sup>

1. Daniil Krainskiy, Chairman of the Board of Directors, non-executive director.
2. Grigory Gladkovskiy, non-executive director.
3. Alexander Kazakov, non-executive director.
4. Mikhail Medvedev, independent director.
5. Alexey Molskiy, non-executive director.
6. Alexey Polinov, non-executive director.
7. Viktor Yavorskiy, independent director.

Were re-elected to the Company's Board of Directors by the extraordinary General Meeting of Shareholders of PJSC Rosseti Kuban on 30 December 2021.

[For more details, please see the Current Board of Directors section \(elected at the extraordinary General Meeting of the Company's Shareholders on 30 December 2021\).](#)

### Natalya Ozhegina

Non-Executive Director

<b>Year of birth</b>	1970
<b>Education</b>	Higher. Graduated from Krasnoyarsk State University, majoring in Jurisprudence, lawyer. Holds a candidate degree in Legal Sciences Supplementary education: graduated from the Diplomatic Academy of the Ministry of Foreign Affairs of the Russian Federation in 2010, majoring in International Relations. In 2017, she undertook professional retraining at the National Research University Higher School of Economics on the programme of Human Resources Manager in Organisational Management.
<b>Work experience for the last five years</b>	
2009–2021	Deputy Chairman of the Management Board for Human Resources of PJSC FGC UES
2020–2021	Deputy General Director for Human Resources (part-time) of PJSC Rosseti
2021–2021	Member of the Board of Directors of PJSC Rosseti South. Member of the Audit Committee under the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	From 3 June to 31 August 2021

<sup>1</sup>. The statements of experience of the Board of Directors' members state only the latest positions in each of the place of employment.  
All of the positions held by the Board of Directors members (in chronological order) can be found in quarterly reports of the Company published online on the website of Rosseti Kuban, PJSC in the For Shareholders and Investors / Information Disclosure / Reports of the Equity Issuer section.  
Information on the place of employment of the Board of Directors' members and the positions they hold are given in accordance with the data provided to the Company by them as at 30 June 2021.

**Yegor Prokhorov**

Non-Executive Director

<b>Year of birth</b>	1982
<b>Education</b>	Higher. Graduated from St. Petersburg State University, majoring in Mathematical Methods in Economics, mathematical economist. Holds a candidate degree in Economic Sciences
<b>Work experience for the last five years</b>	
2013 – present time	Deputy General Director for Strategy of PJSC Rosseti (primary place of employment)
2020 – present time	Deputy General Director for Strategy of PJSC FGC UES (part-time)
2014–2017	Member of the Board of Directors of PJSC IDGC of Siberia
2014–2018	Member of the Board of Directors of PJSC Lenenergo
2015–2016	Member of the Board of Directors of PJSC TDC
2016–2018	Member of the Board of Directors of PJSC FTC, JSC STC UES
2016–2019	Member of the Board of Directors of PJSC FGC UES
2017–2018	Member of the Boards of Directors of PJSC IDGC of Volga and JSC Yantarenergo
2017–2019	Member of the Board of Directors of JSC DVEUK
2019–2020	Member of the Board of Directors of PJSC IDGC of Center and Volga Region
2020–2021	Member of the Boards of Directors of PJSC Rosseti Volga, OJSC IDGC of Urals and PJSC Rosseti Northern Caucasus
2021–2021	Member of the Boards of Directors of PJSC TDC, PJSC IDGC of Centre, JSC Rosseti Tyumen, PJSC Rosseti South. Member of the Strategy Committee of the Board of Directors of Rosseti Kuban, PJSC
<b>Period of service on the Board of Directors of the Company</b>	From 3 June to 31 August 2021

**Sergey Sergeyev**

Non-Executive Director in this composition

<b>Year of birth</b>	1976
<b>Education</b>	Higher. Graduated: <ul style="list-style-type: none"> <li>• Novocherkassk State Technical University, majoring in Industrial and Civil Construction, civil engineer</li> <li>• Academy of National Economy under the Government of the Russian Federation, majoring in Economics, Management, Finance and Legal Foundations of Joint Stock Companies, economist</li> </ul> Completed the advanced training courses: <ul style="list-style-type: none"> <li>• at the Interbranch Regional Centre for Further Training and Retraining of Irkutsk State Technical University</li> <li>• at the Institute for Further Training of Fuel and Energy Company Managers and Specialists</li> <li>• at National Research University MPEI on the Bases of Modern Electrical Engineering</li> <li>• at LLC VolgaPromAudit Expert Centre</li> <li>• at Energy Institute for Advanced Training of PJSC Kubanenergo (Further Professional Education Institution) on Labour Safety Training for Managers and Specialists</li> </ul>

<b>Work experience for the last five years</b>	
2013–2019	Deputy General Director for Capital Construction of PJSC Rosseti
2016–2020	Member of the Board of Directors of PJSC FGC UES and PJSC Lenenergo
2019–2020	Member of the Board of Directors of PJSC MOESK
2019–2021	General Director, Chairman of the Management Board of PJSC Rosseti Kuban
2021 – present time	Deputy Director General for Investments of JSC ECOM UES (primary place of employment)
<b>Period of service on the Board of Directors of the Company</b>	From 25 May 2020 to 31 August 2021

### Maria Tikhonova

Non-Executive Director

<b>Year of birth</b>	1980
<b>Education</b>	<p>Higher. Graduated:</p> <ul style="list-style-type: none"> <li>• Volga-Vyatka Academy of Public Administration, majoring in State and Municipal Administration</li> <li>• Higher School of Economics, majoring in MBA in Finance</li> </ul> <p>In 2005, she took a retraining course at the Academy of National Economy under the Government of the Russian Federation on State Management of Economic Development.</p> <p>Holds a candidate degree in Economic Sciences</p>
<b>Work experience for the last five years</b>	
2013 – present time	Deputy General Director for Corporate Governance of PJSC FGC UES
2013–2020	Member of the Management Board of PJSC FGC UES
2020 – present time	Deputy General Director for Corporate Governance (part-time) of PJSC Rosseti
2018–2019	Member of the Board of Directors of JSC DVEUK
2019–2020	Member of the Board of Directors of JSC Electromagistral
2021 – present time	Chairman of the Board of Directors of PJSC Rosseti Siberia, JSC Tyvaenergo, PJSC TDC, member of the Board of Directors of OJSC IDGC of Urals, PJSC Rosseti Volga, JSC Yantarenergo, JSC Rosseti Tyumen, JSC STC UES, JSC DVEUK-UNPG, PJSC TNS Energo Group
<b>Period of service on the Board of Directors of the Company</b>	From 3 June to 31 August 2021

## THE BOARD OF DIRECTORS ELECTED BY THE ANNUAL GENERAL MEETING OF SHAREHOLDERS ON 29 MAY 2020 AND SITTING UNTIL A NEW BOARD OF DIRECTORS WAS ELECTED ON 3 JUNE 2021

### Alexander Gavrilov

Chairman of the Board of Directors, Non-Executive Director

<b>Year of birth</b>	1973
<b>Education</b>	<p>Higher. Graduated:</p> <ul style="list-style-type: none"> <li>• Kuban State University, majoring in Accounting and Audit, economist</li> <li>• Kuban State University of Technology, majoring in Development and Exploitation of Oil and Gas Fields, engineer</li> </ul> <p>Completed the advanced training courses:</p> <ul style="list-style-type: none"> <li>• in Risk Management at LLC Ernst&amp;Young</li> <li>• in Organising the Mobilisation in Fuel and Energy Companies with Mobilisation Assignments at FSAEI FVE IPK TEK</li> <li>• in Safety Knowledge Training and Assessment for Managers and Specialists at Federal State Budget Institution "Learning and Training Centre" of Rostekhnadzor</li> <li>• in First Aid for Workplace Accidents at LLC International Education Academy</li> <li>• in Training of Chairmen and Members of Committees on Prevention and Control of Emergencies and Fire Safety Arrangements in Civil Defence and Unified State Warning System and Emergency Recovery at Energy Institute for Advanced Training Further Professional Education Institution of PJSC Kubanenergo</li> </ul> <p>Participated in training programmes on the Strategy and Tactics in the Age of Digitalisation in the Electric Power Industry at ANO Innopolis University.</p> <p>Holds a doctorate degree in Economics</p>
<b>Work experience for the last five years</b>	
2013–2019	General Director, Chairman of the Management Board of PJSC Kubanenergo
2014–2019	Member of the Board of Directors of PJSC Kubanenergo
2019–2021	Chairman of the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	From 23 June 2014 to 3 June 2021

**Igor Alyushenko**

Non-Executive Director

<b>Year of birth</b>	1967
<b>Education</b>	Higher. Graduated from Novocherkassk Polytechnic Institute, majoring in Electrical Engineering
<b>Work experience for the last five years</b>	
2009–2019	Deputy Head of Technical Audit Service of the branch of operational dispatch office of Centre of JSC UES
2019 – present time	Deputy Chief Engineer — Chief Dispatcher of PJSC Rosseti (primary place of employment)
2019–2020	Member of the Board of Directors of PJSC IDGC of North-West
2020 – present time	Deputy Chief Engineer — Chief Dispatcher of PJSC FGC UES
2020–2021	Chairman of the Board of Directors of PJSC Rosseti Siberia. Member of the Board of Directors of PJSC IDGC of Centre and Volga Region, PJSC Rosseti Volga. Member of the Strategy Committee of the Board of Directors of Rosseti Kuban, PJSC
2021 – present time	Member of the Board of Directors of PJSC Rosseti South
<b>Period of service on the Board of Directors of the Company</b>	From 29 May 2020 to 3 June 2021

**Alexander Varvarin**

Non-Executive Director

<b>Year of birth</b>	1975
<b>Education</b>	Higher. Graduated from the Griboyedov Institute of International Law and Economics, majoring in Legal Studies, lawyer
<b>Work experience for the last five years</b>	
2005 – present time	Vice President for Legal Regulation and Enforcement, RUIE (primary place of employment)
2006 – present time	General Director, member of the Board of Directors of the Corporate Relations Development and Economic Dispute Resolution Center Non-Commercial Partnership
2008 – present time	Chairman of the Board of the Association "Interregional Self-Regulating Organisation of Professional Arbitration Managers"
2009–2016	Member of the Board of Directors of OJSC Russian Public Opinion Research Centre (VCIOM) Chairman of the Board of Directors of OJSC VNIPIneft
2011–2016	Chairman of the Board of Directors of OJSC Innovation Centre for Textile and Consumer Industry
2011–2017	Member of the Board of Directors of PJSC IDGC of Volga
2012 – present time	Member of the Auditing Commission of OJSC RZD
2014–2018	Chairman of the Grid Connection Committee of the Board of Directors of PJSC Kubanenergo
2014–2017	Member of the Personnel and Remuneration Committee of the Board of Directors of PJSC Kubanenergo
2016–2016	Member of the Board of Directors of OJSC All-Russian Research Institute for Oil Refining
2017–2018	Member of the Board of Directors of OJSC Mosenergostroy CIC, JSC Oil Recovery Interbranch Scientific and Technical Complex
2018–2020	Member of the Board of Directors of PJSC IDGC of Centre. Member of the Audit Committee and the Grid Connection Committee of the Board of Directors of PJSC Kubanenergo
2018–2021	Member of the Board of Directors of the Institute of Internal Auditors Association

2020–2021	Member of the Board of Directors of OJSC Russian Public Opinion Research Centre (VCIOM). Member of the Personnel and Remuneration Committee and the Grid Connection Committee of the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	From 17 June 2013 to 3 June 2021

### Vasiliy Varseev

Non-Executive Director

<b>Year of birth</b>	No information provided
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#### Education

#### Work experience for the last five years

2020	Director of the Security Department of PJSC Rosseti (primary place of employment)
2020	Member of the Board of Directors of PJSC Rosseti Northern Caucasus

<b>Period of service on the Board of Directors of the Company</b>	From 29 May 2020 to 3 June 2021
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### Denis Guryanov

Non-Executive Director

<b>Year of birth</b>	1977
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<b>Education</b>	Higher. Graduated from the Peoples' Friendship University of Russia, Master of Law. Completed professional retraining at Lomonosov Moscow State University in the Basic Management Pool Training Programme
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#### Work experience for the last five years

2013–2020	Director of the Department for Corporate Governance of PJSC Rosseti (primary place of employment)
2015–2017	Member of the Board of Directors of PJSC IDGC of Siberia
2015–2020	Member of the Board of Directors of PJSC IDGC of Center and Volga Region
2017–2020	Member of the Board of Directors of PJSC IDGC of Northern Caucasus
2020–2021	Member of the Board of Directors of PJSC Rosseti South, PJSC TDC, JSC Severkavkazenergo, JSC VOLS-VL Management, JSC STC UES, JSC FTC

<b>Period of service on the Board of Directors of the Company</b>	From 29 May 2020 to 3 June 2021
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**Andrey Logatkin**

Non-Executive Director

<b>Year of birth</b>	1979
<b>Education</b>	Higher. Graduated from Università commerciale Luigi Bocconi (Milan, Italy), majoring in Economics and Enterprise Management (by sector), economist
<b>Work experience for the last five years</b>	
2016–2018	General Director of LLC Artpol Anapa Hills
2018 – present time	Director — Head of the International Cooperation Department, PJSC Rosseti (primary place of employment)
2021 – present time	Director – Head of International Cooperation Department, PJSC FGC UES
2019–2020	Member of the Board of Directors of PJSC IDGC of Centre
2019 – present time	Member of the Russian National Committee of the World Energy Council (Fuel and Energy Complex Association). Member of the Board of Directors of JSC ENIN
<b>Period of service on the Board of Directors of the Company</b>	From 29 May 2020 to 3 June 2021

**Ivan Terekhov**

Non-Executive Director

<b>Year of birth</b>	1980
<b>Education</b>	Higher. Graduated: <ul style="list-style-type: none"> <li>• Moscow State University of Medicine and Dentistry, majoring in General Medicine</li> <li>• Sechenov Moscow Medical Academy, majoring in University Lecturer</li> <li>• Peoples' Friendship University of Russia, majoring in Human Resources Management</li> </ul> Holds a candidate degree in Medical Sciences
<b>Work experience for the last five years</b>	
2013 – present time	Head of Insurance Office in the Strategy Department of PJSC Rosseti (primary place of employment)
2021 – present time	Head of Insurance Department of the Strategy Department of PJSC FGC UES
2016–2021	Member of the Board of Directors of PJSC Dagestan Energy Retail Company
2017–2018	Member of the Board of Directors of PJSC Severkavkazenergo
2020–2021	Member of the Audit Committee under the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	From 25 May 2020 to 3 June 2021

**Irina Shagina**

Non-Executive Director

<b>Year of birth</b>	1979
<b>Education</b>	Higher. Graduated from the All-Russian State Distance-Learning Institute of Finance and Economics, majoring in Accounting and Audit, and from the Vladimir Law Institute of Federal Penitentiary Service of Russia, majoring in Jurisprudence
<b>Work experience for the last five years</b>	
2015 – present time	Head of Tariff Policy Department of PJSC Rosseti (primary place of employment)
2021 – present time	First Deputy Head of Economic Planning and Tariff Setting Department of PJSC FGC UES
2016–2018	Member of the Board of Directors of PJSC IDGC of Volga
2017–2018	Member of Strategy and Development Committee of the Board of Directors of PJSC IDGC of Centre, PJSC IDGC of Center and Volga Region, PJSC IDGC of Northern Caucasus
2017–2019	Member of the Audit Committee of the Board of Directors of PJSC Kubanenergo
2018–2021	Member of the Board of Directors of PJSC TDC, PJSC IDGC of North-West
2018–2019	Member of the Strategy and Development Committee of the Board of Directors of PJSC MOESK, OJSC IDGC of Urals
2019–2020	Member of the Strategy Committee of the Board of Directors of PJSC IDGC of Centre, PJSC IDGC of Center and Volga Region, PJSC Rosseti Lenenergo
2019–2021	Member of the Strategy Committee of the Board of Directors of PJSC TDC. Member of the Audit Committee of the Board of Directors of PJSC IDGC of North-West. Member of the Strategy Committee of the Board of Directors of Rosseti Kuban, PJSC
2020–2021	Member of the Personnel and Remuneration Committee of PJSC IDGC of North-West. Member of the Board of Directors, member of the Audit Committee of the Board of Directors of OJSC IDGC of Urals. Member of the Board of Directors of OJSC Tomsk Main Grids. Member of the Audit Committee of the Board of Directors of PJSC TDC. Member of the Audit Committee under the Board of Directors of PJSC Rosseti Kuban
<b>Period of service on the Board of Directors of the Company</b>	From 16 June 2017 to 3 June 2021

**Sergey Sergeyev**

Executive director until 18 May 2021

Non-executive director since 18 May 2021

Re-elected to the Company's Board of Directors by the extraordinary General Meeting of Shareholders of PJSC Rosseti Kuban on 30 June 2021. For more details, please see the Board of Directors elected by the annual General Meeting of Shareholders on 3 June 2021 and sitting until a new Board of Directors was elected on 31 August 2021 section.

**Mikhail Medvedev**

Independent Director

**Viktor Yavorskiy**

Independent Director

Were re-elected to the Company's Board of Directors by the extraordinary General Meeting of Shareholders of PJSC Rosseti Kuban on 30 December 2021. For more details, please see the Current Board of Directors (elected at the extraordinary General Meeting of Shareholders of the Company on 30 December 2021) section.

2/11

PROPORTION OF INDEPENDENT DIRECTORS ON ALL BOARDS  
OF DIRECTORS



## STRUCTURE OF THE BOARD OF DIRECTORS IN 2021

Indicator	Membership of the Board of Directors			
	From 29.05.2020 to 03.06.2021	From 03.06.2021 to 31.08.2021	From 31.08.2021 to 30.12.2021	From 30.12.2021 to the present time
Gender structure of the Board of Directors	10 men, 1 woman	9 men, 2 women		10 men, 1 woman
Tenure on the Board of Directors:	Average tenure – 3 years		Average tenure – 2 years	
• 1 year	5 people / 45.5%	8 people / 72.7%		9 people / 81.8%
• 2–3 years		1 person / 9.1%		–
• 5 years and more	5 people / 45.4%	2 people / 18.2%		2 people / 18.2%
Education of members of the Board of Directors:	9 people – 1 higher education, 2 people – 2 higher educations	10 people – 1 higher education, 1 person – 2 higher educations	8 people – 1 higher education, 2 people – 2 higher education, 1 person – 3 higher educations	9 people – 1 higher education, 2 people – 2 higher educations
• economics and management	4 people		7 people	6 people
• jurisprudence	3 people	2 people	5 people	4 people
• power engineering, engineering	4 people		3 people	
• medicine	1 person		–	
Age of members of the Board of Directors:	Average age – 48.3 years	Average age – 48.2 years	Average age – 47.5 years	Average age – 48.5 years
• 30–40 years	–		2 people	1 person
• 41–50 years	8 people	5 people	6 people	7 people
• 51–75 years	3 people	4 people		3 people

All persons on the Board of Directors of the Company during 2021 are the citizens of the Russian Federation.

None of the members of the Board of Directors:

- Owned the Company shares or closed transactions with them during the reporting year<sup>1</sup>
- Took training courses at the expense of the Company
- Had no family ties with persons who are members of the bodies that manage and/or control the financial and economic activities of the Company
- Was held administratively liable for financial improprieties, offence regarding tax and fees or security market, or had any criminal record for economic crimes or crimes against the state
- Did not hold positions in the management bodies of commercial organisations during the period when bankruptcy proceedings were initiated against these organisations and/or one of the bankruptcy procedures provided for by the insolvency legislation of the Russian Federation was introduced
- Had any conflicts of interest (including those related to participation in the management bodies of the Company's competitors) in the reporting year
- Received any loans (credits) from the Company

<sup>1</sup> According to the data provided to the Company by the Board members.

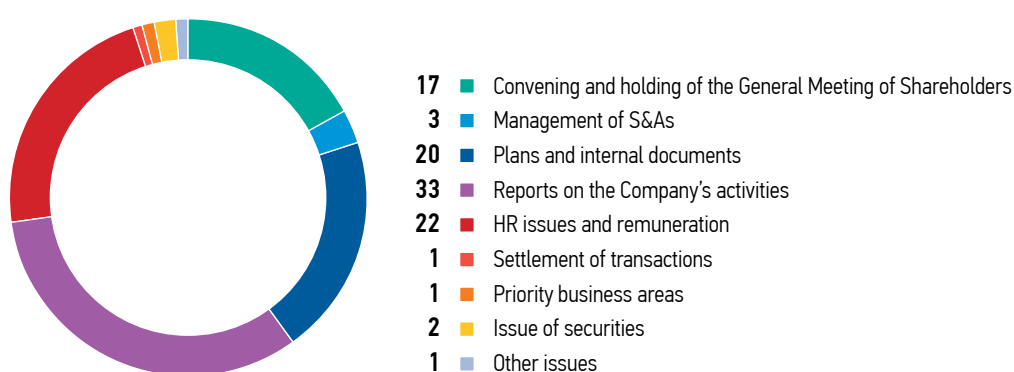
# PERFORMANCE OF THE BOARD OF DIRECTORS

In 2021, 47 meetings of the Board of Directors were held, three of which were held in person, one – in mixed form and the rest – in absentia (by questionnaire).

## ACTIVITY OF THE BOARD OF DIRECTORS

Indicator	2019	2020	2021
Quantity of the Board's meetings held	44	42	47
Including in person (in mixed form)	7	2	4
Number of issues discussed	149	153	184
Including decisions taken	149	153	184
Number of tasks given to the Company's executive bodies	29	21	26
Attendance of the Board members at the Board meetings on average (%)	99.3	95.2	87.7

## STRUCTURE OF ISSUES CONSIDERED BY THE BOARD OF DIRECTORS OF THE COMPANY IN 2021 BY TOPICS (%)



The structure of the issues considered by the Board of Directors corresponds to its role in the management of the Company. The following topics are of highest importance in the structure of the questions considered:

- Convening and holding the General Meeting of Shareholders
- Approving plans and internal documents

- Reviewing management reports on various aspects of the Company's activities
- HR issues and remuneration

## KEY RESOLUTIONS MADE BY THE BOARD OF DIRECTORS OF PJSC ROSSETI KUBAN IN THE REPORTING YEAR

<b>THE FOLLOWING LONG-TERM COMPANY PLANS AND PROGRAMMES WERE APPROVED</b>	<ul style="list-style-type: none"> <li>• Updated programme on Digital Transformation for 2020–2030</li> <li>• Innovative development programme</li> <li>• Adjusted plan for the development of the production asset management system and its resource plan</li> <li>• Forecast figures of the business plan</li> <li>• Changes to the investment programme</li> <li>• Plan for maintaining the effectiveness and development of the internal control system and risk management system</li> <li>• Adjusted energy saving and energy efficiency improvement programme</li> <li>• Charging infrastructure development programme</li> </ul>
<b>THE FOLLOWING ANNUAL AND QUARTERLY PLANS AND PROGRAMMES OF THE COMPANY WERE APPROVED</b>	<ul style="list-style-type: none"> <li>• Business Plan</li> <li>• Roadmap for the actions to reduce the accounts receivable for energy transmission services</li> <li>• Procurement plan</li> <li>• Non-state pension programme for the Company's employees</li> <li>• Insurance coverage programme</li> <li>• Target KPIs of the Company's General Director and procedure of their calculation and assessment</li> <li>• Credit plan</li> </ul>
<b>THE FOLLOWING INTERNAL DOCUMENTS OF THE COMPANY WERE APPROVED</b>	<ul style="list-style-type: none"> <li>• As an internal document of the Company – PJSC Rosseti's Regulation on Unified Technical Policy in the Power Grid Sector as amended</li> </ul> <p>New revisions:</p> <ul style="list-style-type: none"> <li>• Risk Management Policy</li> <li>• Internal Audit Policy</li> <li>• Provisions on how to design and implement an innovation development programme</li> <li>• Business planning standard and regulations</li> <li>• Regulations for depositing temporary free cash</li> <li>• Non-core asset disposal programme</li> <li>• Corporate Governance Code</li> <li>• Amendments to the Regulations on Financial Incentives for the General Director of PJSC Rosseti Kuban</li> </ul>
<b>THE FOLLOWING RESOLUTIONS WERE TAKEN</b>	<ul style="list-style-type: none"> <li>• On the Company's accession to the changes of the Uniform Procurement Standard of PJSC Rosseti (Procurement Regulations), to implementation of the Environmental Policy of PJSC Rosseti</li> <li>• On approval of the revised organisational structure of the executive office</li> <li>• On updating of the status of the Company's priority business areas</li> <li>• On approval of the Company's listing prospectus</li> </ul>
<b>THE FOLLOWING WAS REVIEWED</b>	<ul style="list-style-type: none"> <li>• Reports of General Director on various aspects of the Company's financial and business activities and the implementation of the Board's resolutions</li> <li>• Drafts of new revisions of the Articles of Association and a revised Regulation on the General Meeting of Shareholders (suggested for approval to the annual General Meeting of Shareholders)</li> </ul>

At meetings held in present (in mixed format) during the reporting year, the Board of Directors did as follows:

- Considered the progress report on the business plan for 2020, 2021, Q1 and Q2 and H1 2021
- Considered the progress report on the investment programme for 2020, Q1 and Q2 2021 and H1 2021

- Approved the business plan for 2022 and projections for 2023–2026

The performance assessment of the Board of Directors and its committees were not conducted during the reporting year.

## PARTICIPATION OF THE BOARD MEMBERS OF PJSC ROSSETI KUBAN IN MEETINGS OF THE BOARD OF DIRECTORS AND ITS COMMITTEES IN 2021

Full name	Membership of the Board of Directors (1 - from 29.05.2020 to 03.06.2021 2 — from 03.06.2021 to 31.08.2021 3 — from 31.08.2021 to 30.12.2021 4 — from 30.12.2021 to the present time)	Number of meetings attended by a member of the Board of Directors (from those possible to attend) <sup>1</sup>					
		Board of Directors	Reliability Committee	Audit Committee	Strategy Committee	Personnel and Remuneration Committee	Grid Connection Committee
Alexander Gavrilov, Chairman of the Board of Directors of the 1st composition	1	21 of 21	—	—	—	—	—
Igor Alyushenko		21 of 21	—	—	12 of 12	—	—
Alexander Varvarin		21 of 21	—	—	—	8 of 8	3 of 3
Vasily Varseev		0 of 21	—	—	—	—	—
Denis Guryanov		18 of 21	—	—	—	—	—
Andrey Logatkin		21 of 21	—	—	—	—	—
Ivan Terekhov		18 of 21	—	8 of 9	—	—	—
Irina Shagina		21 of 21	—	9 of 9	12 of 12	—	—
Sergey Sergeyev	1 and 2	32 of 32	—	—	—	—	—
Mikhail Medvedev	1, 2, 3, 4	47 of 47	8 of 8	—	25 of 25	—	—
Viktor Yavorskiy		47 of 47	—	16 of 16	—	—	—
Natalya Ozhegina	2	10 of 11	—	1 of 1	—	1 of 2	—
Egor Prokhorov		9 of 11	—	—	1 of 1	—	—
Maria Tikhonova		11 of 11	—	—	—	—	—

<sup>1</sup> Information on the participation of the Board's members in committees work is given only for the period when those persons were sitting on the Board of Directors.

Full name	Membership of the Board of Directors (1 – from 29.05.2020 to 03.06.2021 2 — from 03.06.2021 to 31.08.2021 3 — from 31.08.2021 to 30.12.2021 4 — from 30.12.2021 to the present time)	Number of meetings attended by a member of the Board of Directors (from those possible to attend) <sup>1</sup>					
		Board of Directors	Reliability Committee	Audit Committee	Strategy Committee	Personnel and Remuneration Committee	Grid Connection Committee
Daniil Krainskiy, Chairman of the Board of Directors of the 2nd, 3rd, 4th composition	2, 3, 4	26 of 26	–	–	9 of 9	–	–
Grigory Gladkovskiy		26 of 26	–	–	–	–	–
Alexander Kazakov		25 of 26	–	6 of 6	–	8 of 8	–
Alexey Molskiy		24 of 26	–	–	–	–	7 of 7
Alexey Polinov		12 of 26	–	–	–	–	–
Yuri Goncharov	3 and 4	15 of 15	–	5 of 5	–	–	–
Madina Kaloeva		15 of 15	–	–	–	–	–
Boris Ebzeev		15 of 15	–	–	–	–	–
Konstantin Mikhailik	3	0 of 15	–	–	–	–	–
Konstantin Kravchenko	4	0 (no meetings of the 4th Board of Directors were held during the year)	–	–	–	–	–

The work plan for the 2021/2022 corporate year was approved by the Board of Directors on 2 December 2021 for the following focus areas:

- Strategic development of the Company
- Mid-term and short-term planning of the Company's operations
- Workflow management of the Board of Directors
- Follow-up of the resolutions of the Board of Directors and the General Meeting of Shareholders

The plan includes:

- Essential issues to be considered at the Board's meetings
- Deadline for consideration of issues accurate to within a month
- .Format of meetings (with the right to define the final format of the meeting by the Chairman of the Board of Directors, in accordance with para. 6.12 of the Regulations on the Board of Directors)

- List of persons (Company's executive bodies) responsible for the preparation of issues to be considered at the meetings of the Board of Directors

On 9 February 2022, the Board of Directors of the Company decided (Minutes No. 464/2022 dated 11 February 2022) to conduct the self-assessment of the Board of Directors and its Committees for the 2021/2022 corporate year.

[Minutes of the meetings of the Board of Directors of PJSC Rosseti Kuban are published on the Company's website in the About the Company / Management / Board of Directors section.](#)





# REPORT OF THE BOARD OF DIRECTORS ON THE COMPANY'S PROGRESS IN THE PRIORITY AREAS

TO PURSUE THE DEVELOPMENT STRATEGY OF THE POWER GRID COMPLEX OF THE RUSSIAN FEDERATION  
AS WELL AS OTHER STRATEGIES AND PROGRAMMES, THE COMPANY HEREIN STATES ITS PRIORITIES.

## THE BOARD'S PROGRESS REPORT ON THE COMPANY'S KEY PRIORITIES IN 2021

Priority	Basis	Baselines for 2021 targets
Ensuring the established level of reliability and quality of provided services as statutory required	Decision of the Board of Directors dated 18 November 2011, Minutes No. 121/2011	Order No. 62/2017-e of the Regional Energy Commission – Department of Prices and Tariffs of the Krasnodar Territory dated 27 December 2017 “On Setting Tariffs for Organisations Providing Electricity Transmission Services”

## Progress in 2021

## Plan for 2022

### Plan

### Actual

### Reasons of non-delivery of the plan

Approved values:

- the quality level indicator of the grid connection ( $I_{gc}$ ) – 1.0 (with allowable deviation –  $>0.74$  and  $\leq 1.26$ );
- Indicator of the average duration of interruption of electricity transmission to the point of delivery ( $I_{SAIDI}$ ) – not more than 4.3800 h (taking into account the permissible deviation – not more than 5.6940 h);
- Indicator of the average frequency of electricity transmission interruptions per the point of delivery ( $I_{SAIFI}$ ) – not more than 1.0101 interruptions (taking into account the permissible deviation – not more than 1.3131 interruptions)

Achieved values:

- Grid connection quality indicator ( $I_{gc}$  1,065) – 1.065;
- Indicator of the average duration of interruption of electricity transmission to the point of delivery ( $I_{SAIDI}$ ) — 4.0939 h;
- Indicator of the average frequency of electricity transmission interruptions per the point of delivery ( $I_{SAIFI}$ ) – 1.2873 interruptions

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Approved values:

- Grid connection quality indicator ( $I_{gc}$ ) – not more than 1.0;
- Indicator of the average duration of interruption of electricity transmission to the point of delivery ( $I_{SAIDI}$ ) — 4.3143 h;
- Indicator of the average frequency of electricity transmission interruptions per the point of delivery ( $I_{SAIFI}$ ) – 0.9950 interruptions



Priority	Basis	Baselines for 2021 targets
Providing accessible energy infrastructure and good quality of grid connection to the Company's grids	Decision of the Board of Directors dated 12 September 2014, Minutes No. 196/2014	Process regulation RP 00104604-ISM 006-2020 Grid Connection. Efficiency is assessed by the quality of review of grid connection applications as specified in para. 2.9 of the Standard Procedure for Calculating and Evaluating the Achievement of Key Performance Indicators of the Individual Executive Bodies of Subsidiaries and Affiliates of PJSC Rosseti engaged in electricity transmission and grid connection activities, approved by Order No. 300 of PJSC Rosseti dated 15 May 2020, subject to the procedure for calculating and evaluating the KPI performance of the General Director of PJSC Rosseti Kuban approved by Company Order No. 598-od dated 9 October 2020 as well as by indicator "Drafting and issuing the certificate of grid connection and other related documents to applicants with a maximum capacity of up to 150 kW consumer terminals", established by para. 3.1.1. of the Target Model "Grid Connection" approved by Order No. 147-r of the Government of the Russian Federation dated 31 January 2017
Planning the development of Company's Distribution Power Grid Complex	Decision of the Board of Directors dated 5 September 2011, Minutes No. 116/2011	Process regulation RP 00104604-ISM 006-2020 Grid Connection

## Progress in 2021

## Plan for 2022

Plan	Actual	Reasons of non-delivery of the plan	
<p>The planned value of the quality indicator for grid connection application review is &lt;1.3.</p> <p>Compliance with the deadlines for grid connection services is assessed by the indicator "Drafting and issuing the certificate of grid connection and other related documents to applicants with a maximum capacity of up to 150 kW consumer terminals".</p> <p>The planned value is 10 days</p>	1.001	—	<p>Achieving the quality of review of grid connection applications of 1.3 maximum (in accordance with para. 2.9 the Standard Procedure for Calculating and Evaluating the Achievement of Key Performance Indicators of the Individual Executive Bodies of Subsidiaries and Affiliates of PJSC Rosseti engaged in electricity transmission and grid connection activities, approved by Order No. 300 of PJSC Rosseti dated 15 May 2020, subject to the procedure for calculating and evaluating the KPI performance of the General Director of PJSC Rosseti Kuban approved by Company Order No. 598-od dated 9 October 2020</p>
	1 day		
<p>To take active part in the development of the Roadmap for Prospective Development of the Electric Power Industry in the Krasnodar Territory for 2022–2026 and the Roadmap for Development of the Electric Power Industry in the Republic of Adygea for 2021–2025</p> <p>To involve a design organisation to develop a Comprehensive Programme for the Development of Power Grids of PJSC Rosseti Kuban for 2021–2025</p>	<p>Direct participation in the development of the Roadmap of Perspective Development of the Electric Power Industry of the Krasnodar Territory for 2022–2026 and the Roadmap of Development of the Electric Power Industry of the Republic of Adygea for 2021–2025.</p> <p>By order of PJSC Rosseti Kuban, JSC FTC developed a comprehensive programme of development of power grids of Rosseti Kuban PJSC for the period 2021–2025.</p> <p>This Programme is now the basis for yearly drafting of proposals on adding steps to the Roadmap for Prospective Development of the Electric Power Industry in the Krasnodar Territory and the Republic of Adygea on a five-year time frame</p>	—	<p>To take active part in the development of the Roadmap for Prospective Development of the Electric Power Industry in the Krasnodar Territory for 2023–2027 and the Roadmap for Development of the Electric Power Industry in the Republic of Adygea for 2022–2026.</p> <p>To involve a design organisation to design a Comprehensive Programme for the Development of Power Grids of PJSC Rosseti Kuban for 2022–2026</p>

Priority	Basis	Baselines for 2021 targets
Improving the counter-terrorism and anti-sabotage protection of the Company's grid facilities	Decisions of the Board of Directors dated 5 August 2010, Minutes No. 94/2010; dated 29 January 2015, Minutes No. 202/2015	<p>In order to ensure the safety of the Company's facilities, the following measures to be taken:</p> <ul style="list-style-type: none"> <li>to observe Rosseti's Order No. 18 dated 22 January 2020 On the Approval of Counter-Terrorism Procedures for Facilities of PJSC Rosseti S&amp;As as well as the Company's counter-terrorism regulations;</li> <li>to keep the security equipment of the Company's facilities up and running;</li> <li>to inspect officers of private security firms on duty at the Company's facilities off the schedule;</li> <li>to weekly brief the dispatchers and personnel of off-site teams on duty on how to act if signs of a terrorist nature are detected at the Company's facilities;</li> <li>to train the staff of the Company's branches to respond to unauthorised personnel or foreign objects at the facilities;</li> <li>to update plans of the Company's emergency-response cooperation with law enforcers in the Krasnodar Territory and the Republic of Adygea; develop and coordinate appropriate cooperation procedures;</li> <li>to equip the following stations with security engineering means: Boiko-Ponura substation, 110 kV Gazoapparat substation, 110 kV Kommunar substation, 110 kV Lebedi substation, 110 kV Albashi substation, and 110 kV Pereyaslovskaya substation;</li> <li>to take measures to ensure safety of the Company's power facilities during the 2022 Volleyball World Championship and other public and political events; to ensure safety of the Company's power facilities during public and political events (the Russian Investment Forum 2021 in Sochi), etc.</li> </ul>

## Progress in 2021

## Plan for 2022

Plan	Actual	Reasons of non-delivery of the plan	
Public and political events in the Krasnodar Territory were cancelled in the reporting year due to the COVID-19 pandemic. The plans were fully implemented, except for the issues related to security of the Company's power facilities during social and political events (the Russian Investment Forum 2021 in Sochi), etc., and due to the adjustment of the investment programme, adjustments were made to the timing of installation of engineering and technical security equipment: 110 kV Gasapparat substation, 110 kV Albashi substation	Plan was accomplished	—	<p>In order to ensure the safety of the Company's facilities, the following measures to be taken:</p> <ul style="list-style-type: none"> <li>• to observe Rosseti's Order No. 18 dated 22 January 2020 On the Approval of Counter-Terrorism Procedures for Facilities of PJSC Rosseti S&amp;As as well as the Company's counter-terrorism regulations;</li> <li>• to keep the security equipment of the Company's facilities up and running;</li> <li>• to renew the security service contracts;</li> <li>• to inspect officers of private security firms on duty at the Company's facilities off the schedule;</li> <li>• to weekly brief the dispatchers and personnel of off-site teams on duty on how to act if signs of a terrorist nature are detected at the Company's facilities;</li> <li>• to train the staff of the Company's branches to respond to unauthorised personnel or foreign objects at the facilities;</li> <li>• to update plans of the Company's emergency-response cooperation with law enforcers in the Krasnodar Territory and the Republic of Adygea; develop and coordinate appropriate cooperation procedures;</li> <li>• to equip the 110 kV Gazoapparat substation and the 110 kV Albashi substation with security equipment</li> </ul>

Priority	Basis	Baselines for 2021 targets
Improving the Internal Control and Risk Management System, promoting internal audit function	Decision of the Board of Directors dated 12 September 2014, Minutes No. 196/2014	Implementation of the plan for maintaining efficiency and developing the Company's internal control and risk management system for 2021–2023 approved by resolution of the Board of Directors of PJSC Rosseti Kuban (Minutes No. 433/202 dated 24 May 2021) for 2021

Innovative development while overseeing the delivery of the Company's current innovation development programme	Decision of the Board of Directors dated 30 March 2021, Minutes No. 426/2021	Board of Directors Decision No. 450/2021 dated 13 October 2021
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## Progress in 2021

## Plan for 2022

## Plan

## Actual

Reasons  
of non-delivery  
of the plan

In 2021, 14 activities under the Plan for maintaining the efficiency and developing the Company's internal control and risk management system for 2021–2023 were envisaged. All activities were completed on time, in addition, one activity planned for 2022 was completed ahead of schedule

Implementation of measures in accordance with the Plan for maintaining efficiency and developing the Internal Control and Risk Management System of PJSC Rosseti Kuban approved by decision of the Board of Directors of PJSC Rosseti Kuban (Minutes No. 433/2021 dated 24 May 2021)

Implementation of the plan for maintaining efficiency and developing the Company's internal control and risk management system for 2021–2023 approved by resolution of the Board of Directors of PJSC Rosseti Kuban (Minutes No. 433/2021 dated 24 May 2021) for 2021

$I_{R\&D}$  (R&D Cost Indicator) – 0.15% of planned own revenues.  
 $I_{INTEGRATION}$  (Innovative Product (Goods, Works, Services) Procurement Indicator) – 4.6% of planned utilisation of the investment programme

$I_{R\&D}$  (R&D Cost Indicator) – 0.16% of planned own revenues, 105% of the plan  
 $I_{INTEGRATION}$  (Innovative Product (Goods, Works, Services) Procurement Indicator) – 4.33% of actual utilisation of the investment programme, 94% of the plan

The targets were achieved

$I_{R\&D}$  (R&D Cost Indicator) – 0.15% of planned own revenues.  
 $I_{INTEGRATION}$  (Innovative Product (Goods, Works, Services) Procurement Indicator) – 4.7% of planned utilisation of the investment programme