

EXECUTIVE BODIES

THE CURRENT ACTIVITIES OF PJSC ROSSETI KUBAN ARE MANAGED BY THE SOLE EXECUTIVE BODY — THE GENERAL DIRECTOR AND THE COLLECTIVE EXECUTIVE BODY — THE MANAGEMENT BOARD.

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

Following the Articles of Association of the Company, General Director is elected by the Board of Directors and is the Chairman of the Management Board. All the Management Board members are also elected by the Board of Directors, as suggested by the General Director and to the number determined by the resolution of the Board of Directors.

Each of the Management Board members including its Chairman has the experience, knowledge, and qualifications necessary to properly fulfil their duties. The General Director and the members of the Management Board act in good faith and the best interests of the Company and all of its shareholders. To prevent any conflicts of interests and the related adverse impacts for the Company, the members of the Management Board shall disclose to the Company all and any information about their business activities outside the interests of the Company.

GENERAL DIRECTOR

Following the Articles of Association of Rosseti Kuban, the General Director governs the current operations of the Company according to the resolutions of the General Meeting of Shareholders, the Board of Directors and the Management Board.

The competence of the General Director includes all of the aspects of current operations management in the Company, except for matters reserved for the General Meeting of Shareholders, the Board of Directors, and the Management Board.

The General Director acts on the behalf of the Company without powers of attorney and taking into consideration the restrictions provided in the existing legislation of the Russian Federation, the Articles of Associations, and the resolutions of the Board of Directors of PJSC Rosseti Kuban.

Relations of the General Director with the Board of Directors:

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

The functions of the sole executive body (General Director) of the Company in the reporting year were performed by:

- until 18 May 2021 – Sergey Sergeev¹
- since 18 May 2021 to the present time – Boris Ebzeev (acting General Director, part-time)²

¹ For more details on Sergey Sergeev, please see the composition of the Board of Directors elected at the annual General Meeting of Shareholders on 3 June 2021 and acting until 31 August 2021.

² For more details on Boris Ebzeev, please see the current Board of Directors and Management Board section.

MANAGEMENT BOARD

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

The key objectives of the Management Board are as follows:

- Enforcing the rights and legitimate interests of the Company's shareholders
- Preparing suggestions on the Development Strategy of the Company
- Implementing the financial and economic policy of the Company, drawing up decisions on the major issues related to its current economic operations and coordinating the operation of its departments
- Increasing the efficiency of the internal control and risk monitoring systems
- Ensuring high level of return on the Company's assets and the maximum profit from the Company's operations

Relations of the Board of Directors and Management Board of the Company:

- The Board of Directors elects the members of the Management Board, establishes the remuneration and compensation paid to them, monitors the compliance of the Management Board's activities with the Company's approved strategy, and hears the Management Board's progress reports on the Company's approved strategy
- The Management Board develops and submits prospective plans for the implementation of the Company's core activities, business plan, annual report, follow-up report on how the Management Board fulfil the resolutions of the General Meeting of Shareholders and the Board of Directors

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

COMPOSITION OF THE MANAGEMENT BOARD

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

- The powers of the following members of the Management Board were terminated: Olga Ocheredko, Inna Skiba and Maxim Schepakkin

- The following members of the Management Board were elected: Julianna Jabrailova, Yulia Galinova, Kirill Iordanidi, Lyudmila Loskutova

THE MANAGEMENT BOARD COMPOSITION ACTING AS AT THE END OF THE REPORTING YEAR²

Boris Ebzeev

Chairman of the Management Board

Year of birth	1975
Education	Higher. Graduated from Lomonosov Moscow State University, majoring in Jurisprudence, lawyer. He holds a candidate degree in Legal Sciences
Work experience for the last five years	
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	Acting General Director (part-time), member of the Board of Directors of PJSC Rosseti Kuban
The date of entry into office for the Chairman of the Company's Management Board	18 May 2021

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

² Only the latest positions in each of the work places are given in the statements of experience of the Management Board members. All of the positions held by the Management Board members (in chronological order) can be found in quarterly reports of the Equity Issuer published online on the Company's website in the For Shareholders and Investors / Information disclosure / Reports of the Equity Issuer section.

Edgar Armaganyan

Year of birth	1984
Education	Higher. Graduated: <ul style="list-style-type: none"> • Kuban State Agrarian University, majoring in Electrification and Automation, engineer • Moscow Institute of Entrepreneurship and Law, majoring in Organisation Management, manager Completed a professional retraining course in the field of: <ul style="list-style-type: none"> • “Jurisprudence: Civil-Law Relations” with the right to conduct professional activities in the field of “Jurisprudence: Civil-Law Relations” – at Kuban State University • “Management” with the right to carry out professional activity in the field of “Organisation Controlling” at Bauman Moscow State Technical University • “Nuclear, Thermal and Renewable Energy and Related Technologies” with professional qualifications in “Researcher. Research Teacher” at Trubilin Kuban State Agrarian University
Work experience for the last five years	
2009 – present time	First Deputy General Director — Director of Sochi Power Grids Branch of PJSC Rosseti Kuban (primary place of employment)
2015–2017	Member of the Reliability Committee of the Board of Directors of PJSC Kubanenergo
2016 – present time	Chairman of the Board of Directors for JSC Energoservice Kuban
Date of election to the Management Board	28 August 2014

Yulia Galinova

Year of birth	1978
Education	Higher. Graduated from the International Institute of Economics and Law, majoring in Jurisprudence, lawyer
Work experience for the last five years	
2014–2021	Deputy Head of the Legal Department of PJSC Rosseti Kuban
2021 – present time	Deputy General Director for Corporate Governance of PJSC Rosseti Kuban (primary place of employment)
Date of election to the Management Board	30 September 2021

Julianna Jabrailova

Year of birth	1981
Education	<p>Higher. Graduated:</p> <ul style="list-style-type: none"> Higher Kuban Institute of International Business and Management, majoring in Finance and Credit, economist Kuban State Agrarian University, majoring in Agro-Engineering, Bachelor's degree <p>Completed a professional retraining course in the field of:</p> <ul style="list-style-type: none"> "Organisation management" with the right to carry out professional activity in the field of "Organisation Controlling" at Bauman Moscow State Technical University MBA "Top Manager" with professional qualifications in "Master of Business Administration (MBA)" at the Russian Presidential Academy of National Economy and Public Administration
Work experience for the last five years	
2014 – present time	Deputy General Director – Chief of the Office of PJSC Rosseti South (primary place of employment)
2016 – present time	Member of the Management Board of PJSC Rosseti South. Board Chairman for JSC Energetik Health Resort
2017 – present time	Director of Kubanenergo, a branch of Rosseti South, PJSC (part-time)
2018 – present time	Member of the Supervisory Board – All-Russian Branch Association of Employers of the Electric Power Industry "Energy Employment Organisation Association of Russia"
2021 – present time	Member of the Management Board, Deputy General Director – Chief of the Office (part-time) of PJSC Rosseti Kuban
Date of election to the Management Board	30 June 2021

Kirill Iordanidi

Year of birth	1985
Education	<p>Higher. Graduated:</p> <ul style="list-style-type: none"> University of Indianapolis (Indiana, USA), majoring in Economics and Finance International College (Intercollege, Republic of Cyprus), majoring in Management South Russian State University of Economics and Service, majoring in Management, Master's degree <p>Completed professional retraining under the MBA programme "Management and regulation of economic activities in the international electric power industry" with professional qualifications in "Master of Business Administration" at the Moscow State Institute of International Relations (University) of the Ministry of Foreign Affairs of Russia</p>
Work experience for the last five years	
2016–2021	Head of the Economics Department of PJSC Rosseti South
2021 – present time	Deputy General Director for Economics and Finance (primary place of employment), member of the Management Board, member of the Strategy Committee of the Board of Directors of PJSC Rosseti South

2017 – present time	Member of the Board of Directors, Deputy Chairman of the Board of Directors of JSC Energetik Health Resort
2017–2021	Member of the Board of Directors, Chairman of the Board of Directors of JSC Sokolovskoye Agricultural Enterprise
2018–2018	Deputy Director for Economics and Finance (part-time), Volgogradenergo branch of PJSC IDGC of South
2019 – present time	Member of the Board of Directors of LLC YugStroyMontazh
2021 – present time	Deputy General Director for Economics and Finance (part-time), member of the Strategy Committee of the Board of Directors of PJSC Rosseti Kuban
Date of election to the Management Board	30 September 2021

Viktor Korzhanevskiy

Year of birth	1977
Education	Higher. Graduated: <ul style="list-style-type: none"> • Ust-Kamenogorsk Energy Technical School, majoring in Installation and Operation of Electrical Equipment of Enterprises and Civil Buildings, electrician technician • Serikbayev East Kazakhstan Technical University, majoring in Instrumentation, electrical engineer
Work experience for the last five years	
2015–2018	Deputy General Director for Capital Construction of JSC TCC
2019 – present time	Deputy General Director for Investment Activities, Rosseti Kuban, PJSC
2020 – present time	Member of the Board of Directors of JSC Energoservice Kuban
Date of election to the Management Board	27 August 2020

Lyudmila Loskutova

Year of birth	1973
Education	Higher. Graduated from Kuban State Agrarian University, majoring in Accounting, Analysis and Audit, economist. Completed professional retraining courses at Bauman Moscow State Technical University, majoring in Organisational Management
Work experience for the last five years	
2013 – present time	General Accountant – Head of the Accounting and Tax Accounting Department, Rosseti Kuban, PJSC
Date of election to the Management Board	30 September 2021

Alexey Mishanin

Year of birth	1975
Education	Higher. Graduated: <ul style="list-style-type: none"> • Kstovsk Oil Technical School, majoring in Installation and Operation of Electrical Equipment of Enterprises and Civil Buildings, electrician technician • Nizhny Novgorod State Technical University, majoring in Industrial and Urban Power Supply, electrical engineer
Work experience for the last five years	
2007–2017	Head of the Operations Department for PJSC IDGC of Center and Volga Region
2017–2020	Deputy Chief Engineer for Operations of PJSC Rosseti Siberia
2020 – present time	Deputy General Director for Technical Issues — Chief Engineer, Rosseti Kuban, PJSC
2021 – present time	Member of the Reliability Committee of the Board of Directors of PJSC Rosseti Kuban, member of the Board of Directors of JSC Energoservice Kuban
Date of election to the Management Board	16 November 2020

Oleg Nishchuk

Year of birth	1978
Education	Higher. Graduated from Kuban State University, majoring in World Economics, economist. Completed professional retraining at Bauman Moscow State Technical University, based at the Kubanenergo Training Centre, majoring in Management and the right to carry out professional activities in Organisation Controlling
Work experience for the last five years	
2015–2018	Deputy Head for the Service Sales and Electricity Metering Department of PJSC Kubanenergo
2016 – present time	Member of the Board of Directors of JSC Energoservice Kuban
2018 – present time	Deputy General Director for Service Sales of PJSC Rosseti Kuban
Date of election to the Management Board	18 December 2018

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

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

There are three women on the Management Board.

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

None of the Company's Management Board:

- Owned the Company shares or closed transactions with them during the reporting year¹
- Made any transactions with the Company in the reporting year
- Received any loans (credits) from the Company
- Had no family ties with 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
- Had any conflicts of interest with the Company

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

PERFORMANCE OF THE MANAGEMENT BOARD

ACTIVITY OF THE MANAGEMENT BOARD

Indicator	2019	2020	2021
Number of meetings held	26	33	43
• In person	5	6	2
Number of issues discussed	88	80	157

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

STRUCTURE OF ISSUES CONSIDERED BY THE MANAGEMENT BOARD IN 2021 BY TOPIC (%)

