

EXECUTIVE BODIES

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

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

Pursuing the Articles of Association of the Company, the General Director is elected by the Board of Directors and chairs the Management Board. All the Management Board members are also elected by the Board of Directors,

as suggested by the General Director, in the number to be determined by a decision of the Board of Directors.

Each member of the Management Board, including its chairperson, shall have the experience, knowledge and qualifications necessary for the proper discharge of the duties entrusted to them. 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

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

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

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

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 28 December 2024 — Boris Ebzeev (Acting General Director, part-time)¹
- since 28 December 2024 — Alexey Rybin (Acting General Director, part-time)²

¹ For more details on Boris Ebzeev, see the Composition of the Board of Directors subsection of the Corporate Governance Report section herein.

² For more details on Alexey Rybin, see the Composition of the Management Board subsection of the Corporate Governance Report section herein.

MANAGEMENT BOARD

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

The key objectives of the Management Board:

- To uphold the rights and legitimate interests of the Company's shareholders
- To prepare suggestions on the Development Strategy of the Company
- To implement the financial and economic policy of the Company, draw up decisions on the major issues related to its current economic operations and coordinating the operation of its departments
- To increase the efficiency of the internal control and risk monitoring systems
- To ensure a high level of income from 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 fulfils the resolutions of the General Meeting of Shareholders and the Board of Directors.

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

Composition of the Management Board

In the reporting year, the Management Board consisted of seven members.

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

- due to early termination of powers of the Acting General Director, Boris Ebzeev ceased to be the Chairman of the Management Board of the Company
- in connection with the appointment of Alexey Rybin as Acting General Director, he became Chairman of the Management Board of the Company
- authorities of Yulia Galinova, a member of the Management Board, were terminated
- Oleg Musinov was elected as a member of the Management Board



¹ The Regulations on the Management Board of the Company is published on the Company's website in the HYPERLINK [About the Company / Constitutive and Internal Documents](#) section.

Current membership of the Management Board as at the end of the reporting year

1. Alexey Rybin, Chairman of the Management Board

Year of birth	1972		
Education	<p>Higher. Graduated from:</p> <ul style="list-style-type: none">• Zhukovsky Kharkov Aviation Institute, major in aviation engines and power plants, mechanical engineer• Rostov State University, major in legal studies, lawyer• National Research University MPEI, with major in power engineering and electrical engineering, Master's degree <p>Additional education: Russian Presidential Academy of National Economy and Public Administration, professional retraining programme Executive Master of Business Administration: Strategic Management and Leadership, Master of Business Administration (MBA)</p>		
Information on employment of a Chairman of the Management Board and on participation in governing bodies of other organisations over the last five years:			
Period		Organisation	Position
from	to		
2012	2021	Rosseti South PJSC	Deputy General Director for Economics and Finance
2013	present time		Member of the Management Board
2021	2024	VMES JSC	Deputy General Director — Director of the Volgogradenergo, branch of Rosseti South PJSC
	2025		General Director (part-time)
2018	present time	VMES JSC	Member of the Board of Directors
2024	present time	Rosseti South PJSC	Chairman of the Management Board, General Director
		Rosseti Kuban JSC	Chairman of the Management Board, Acting General Director (part-time)
Date of assuming the position of the Chairman of the Company's Management Board		28 December 2024	

2. Edgar Armaganyan

Year of birth	1984		
Education	<p>Higher. Graduated from:</p> <ul style="list-style-type: none">• Kuban State Agrarian University, major in electrification and automation, engineer• Moscow Institute of Entrepreneurship and Law, with major in organisation management, manager <p>Additional education:</p> <ul style="list-style-type: none">• Bauman Moscow State Technical University, major in management with professional status of organisation controlling• Kuban State University, with major in legal studies: civil law relations• Russian Presidential Academy of National Economy and Public Administration on the MBA programme – Top Manager, major in management		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last five years:			
Period	Organisation	Position	
from	to		
2009	present time	Rosseti Kuban JSC	First Deputy General Director — Director of Sochi Power Grids Branch
2016		Energoservice Kuban JSC	Chairman of the Board of Directors
Date of election to the Management Board		28 August 2014	

3. Julianna Jabrailova

Year of birth	1981		
Education	Higher. Graduated from: <ul style="list-style-type: none">• Kuban Institute of International Business and Management, major in finance and credit, economist• Kuban State Agrarian University, Bachelor’s degree in agro-engineering		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last five years:			
Period		Organisation	Position
from	to		
2014	present time	Rosseti South PJSC	Deputy General Director — Head of the Office
2016			Member of the Management Board
2016		Energetik Recreation Facility JSC	Chairman of the Board of Directors
2017		Rosseti South PJSC	Director of Kubanenergo branch (part-time)
2018		ERA of Russia Association	Member of the Supervisory Board
2021		Rosseti Kuban JSC	Deputy General Director — Head of the Office (part-time)
Date of election to the Management Board		30 June 2021	

4. Kirill Iordanidi

Year of birth	1985		
Education	Higher. Graduated from: <ul style="list-style-type: none">• University of Indianapolis (Indiana, USA), major in economics and finance• International College (Intercollege, Republic of Cyprus), major in management• South Russian State University of Economics and Service, Master's degree in management Additional education: <ul style="list-style-type: none">• MGIMO (University) of the Ministry of Foreign Affairs of the Russian Federation, MBA programme on Management and Regulation of Economic Activity in the International Power Industry, Master of Business Administration		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last five years:			
Period	Organisation	Position	
from	to		
2016	2021	Rosseti South PJSC	Head of the Department of Economics
2017	present time	Energetik Recreation Facility JSC	Member of the Board of Directors
	2021	Sokolovskoye Agricultural Enterprise JSC	Chairman, member of the Board of Directors
2019	2021	YugStroyMontazh LLC	Member of the Board of Directors
2021	present time	Rosseti South PJSC	Deputy General Director for Economics and Finance, member of the Management Board
	2021	Rosseti Kuban PJSC	Assistant General Director, Acting Deputy General Director for Economics and Finance (part-time)
	present time	Rosseti Kuban JSC	Deputy General Director for Economics and Finance (part-time), member of the Strategy Committee of the Board of Directors
Date of election to the Management Board	30 September 2021		

5. Viktor Korzhanevskiy

Year of birth	1977	
Education	Higher. Graduated from Serikbayev East Kazakhstan Technical University, major in instrumentation, electrical engineer	
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last five years:		
Period	Organisation	Position
from	to	
2020	present time	Rosseti Kuban JSC Deputy General Director for Investments
		Energoservice Kuban JSC Member of the Board of Directors
Date of election to the Management Board	27 August 2020	

6. Vladimir Mikhailov

Year of birth	1982		
Education	<p>Higher. Graduated from:</p> <ul style="list-style-type: none">• South Russian State Technical University (Novocherkassk Polytechnic Institute), major in electrical systems and grids, engineer• Trubilin Kuban State Agrarian University, Master’s degree in state and municipal management <p>Additional education:</p> <ul style="list-style-type: none">• South Russian State Technical University (Novocherkassk Polytechnic Institute), major in safety of technological processes and productions in power engineering and power supply• Bauman Moscow State Technical University, professional retraining in the Management programme• ANO Retraining Centre Informzaschita, professional retraining in Information Security. Security of restricted-access information that does not contain information constituting a state secret using cryptographic and non-cryptographic methods		
Information on employment of a member of the Management Board and on participation in governing bodies of other organisations over the last five years:			
Period	Organisation	Position	
from to			
2020 2021	Southern Energy Company LLC	Executive director	
2022 2022	Rosseti Kuban PJSC	Assistant General Director of Business Administration in the Department of Business Administration, Acting Deputy General Director for Technical Affairs — Chief Engineer	
	present time	Rosseti Kuban JSC	Deputy General Director for Technical Affairs — Chief Engineer, member of the Reliability Committee of the Board of Directors
		Energoservice Kuban JSC	Member of the Board of Directors
Date of election to the Management Board	11 October 2022		

7. Oleg Musinov

Year of birth	1972																										
Education	<div>Higher. Graduated from:<ul style="list-style-type: none">• Khabarovsk State Academy of Economics and Law, major in legal studies, lawyer• Don State Agrarian University, major in power engineering and electrical engineering, Master's degree</div> <div>Additional education:<ul style="list-style-type: none">• Volgograd State University — professional retraining of managerial personnel for the national economy of the Russian Federation in management, type B• MGIMO (University) of the Ministry of Foreign Affairs of the Russian Federation, Executive MBA programme, Master of Business Administration (MBA)</div>																										
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2024	present time	Rosseti Kuban JSC	Deputy General Director for Corporate Governance (part-time)																								
Date of election to the Management Board	25 October 2024																										

45 YEARS

average age of the Management Board member

1 WOMAN

on the Management Board.

ALL MEMBERS OF THE COMPANY'S MANAGEMENT BOARD ARE CITIZENS OF THE RUSSIAN FEDERATION

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

None of the Company's Management Board:

- Owned the Company shares or closed transactions with them during the reporting year¹
- Made any transactions with the Company in the reporting year

- Received any loans (credits) from the Company
- Had family ties with people who are members of the bodies that manage and/or control the financial and economic activities of the Company
- Was held administratively liable for financial improprieties, offence regarding tax and fees or security market, or had any criminal record for economic crimes or crimes against the state
- Had any conflicts of interest with the Company

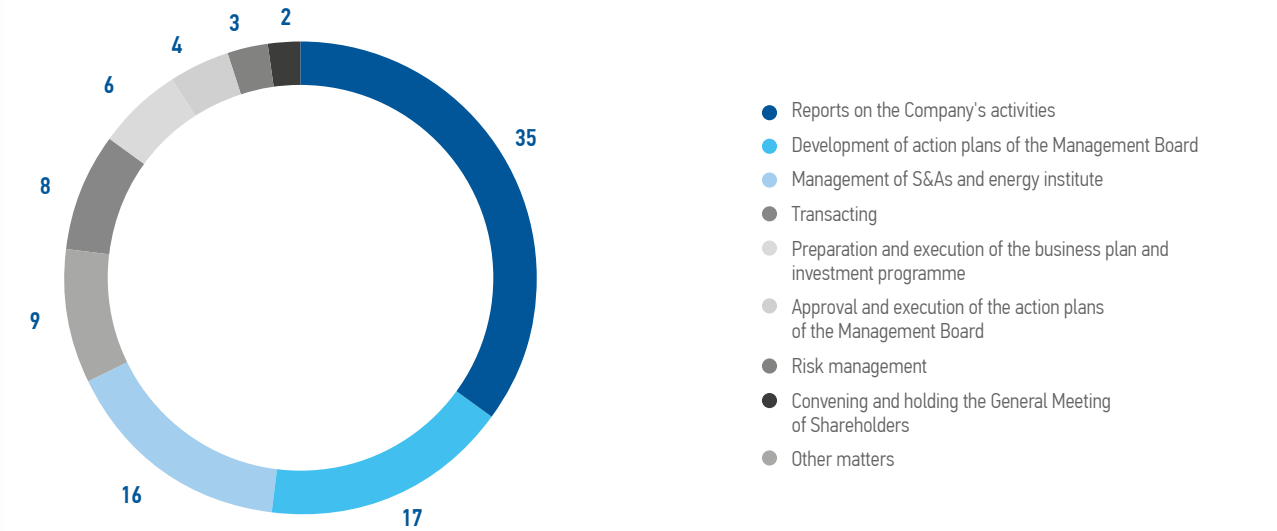
Performance of the Management Board

Activity of the Management Board

Indicator	2022	2023	2024
Number of meetings held	46	43	53
In person	–	–	–
Number of issues discussed	215	191	187

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

Breakdown of the issues discussed by the Committee in 2024 (%)



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