

Year	Executive Board meetings conducted			Agenda items examined
	Total	In-absentia	In-presentia	
2023	38	31	7	232
2022	39	37	2	287
2021	24	24	0	164

Topics	2021	2022	2023
Internal control and audit, risk management	14	12	20
Items related to operations by affiliates	5	52	31
Control and reporting	88	96	56
Transactions	33	16	39
Other aspects	6	72	55
Strategy	18	39	31

During the reported period the Executive Board conducted

38 meetings, incl.
31 in-absentia meetings,
7 in-presentia meetings
Agenda items examined: 232

Agenda items examined in 2023

Internal control and audit, risk management	Adoption of the risk register and risk management activity plan for 2023, adoption of the risk appetite, approval of the Internal Audit Department action plan for 2024.
Strategy	Approval of the roadmap on development of additional (non-tariff) services, business plan for 2024, incl. investment program and forecasts for 2025–2028.
Control and reporting	Examination of Executive Board progress reports, business plan completion reports, covering investment program

REMUNERATION AND COMPENSATION POLICY

Board of Directors

The Annual General Meeting of Stockholders, conducted on 23.05.2019, adopted Amended and Restated Regulations of Remunerations and Compensations due to the Board of Directors. In compliance with the Regulations, remunerations comprise a lump sum quarterly payment for participation in the Board activities.

Quarterly service remunerations due to each Board of Directors member are calculated, factoring in the total number of Board of Directors meetings conducted during the reported quarter and number of meetings attended by a Board of Directors member. Basic annual remunerations (Rbase) are determined according to the revenues of the Company, calculated under RAS, for the last completed report year preceding election of the Board of Directors. The following increments are added to the remunerations: 30% for the Board Chair, 20% for the Chair of a Board Committee, 10% for a membership in a Board Committee. If a Committee conducts no meetings during the reported quarter, no increments for the Board of Directors Committee Chairmanship and membership are paid. The overall quarterly remunerations and increments due to each Board of Directors member do not exceed 1/4 of Rbase. Remunerations are not paid, if a Board of Directors member fails to attend more than 50% of the meetings conducted during the reported quarter. Remunerations are paid within 30 (Thirty) calendar days after the end of the reported quarter. Remunerations are charged and paid to the Board of Directors Chairman and members, subject to legal restrictions or prohibition of any allowances from businesses. Remunerations are paid from the income obtained from non-regulated services.

A Board of Directors member obtains compensations for expenses related to the participation in Board of Directors meetings, Board of Directors Committee meetings, General Meetings of Stockholders in compliance with the Company's C-level trip reimbursement rates, valid as of the date of such meetings. The payment of compensations is made within 3 (Three) business days after presentation of documents supporting the costs incurred.

Executive Bodies

The KPI system for the executive bodies is disclosed in Section "Key Performance Indicators".

Total remunerations and/or compensations due to each governing body, RUB thousand

Type of remunerations	Board of Directors	Executive Board
Service remunerations	18,545	833
Salary	0	55,247
Bonuses	0	20,956
Commission fees	0	0
Other types	0	1,544
Reimbursement of expenses	0	0
Total	18,545	78,580

In 2022, the Company has concluded a contract with AO SOGAZ, leader of the joint tenderer (joint bid with SAO VSK), on D&O insurance for the period starting 01.07.2022 and ending 24.09.2023 (incl. additional agreements) with a RUB 20,234.76 thousand premium paid to the insurer and RUB 825,000 thousand total limit of liabilities. PAO Rosseti has concluded a single contract on D&O insurance dated 23.10.2023 No. 23D00020 for a new insurance period starting 25.09.2023 (insurance amount of RUB 5 billion) to protect proprietary interests of PAO Rosseti and its affiliates, incl. PAO Rosseti Ural.