

APPROVED BY

the decision of the General Meeting of
Shareholders of Rosseti North-West, PJSC
dated June 19, 2025 (Minutes No. 21 dated
June 24, 2025)

REGULATION
on Payment of Remuneration and Reimbursements to
Members of the Auditing Commission of
Rosseti North-West
Public Joint Stock Company

Saint Petersburg
2025

1. General Provisions

1.1. This Regulation on Payment of Remuneration and Reimbursements to Members of the Auditing Commission of Rosseti North-West Public Joint Stock Company (hereinafter referred to as the “Regulation”) is an internal document of Rosseti North-West Public Joint Stock Company (hereinafter referred to as the “Regulation”). Rosseti North-West, PJSC, the “Company”) developed in accordance with Federal Law No. 208-FZ “On joint stock companies” dated December 26, 1995, other regulatory legal acts of the Russian Federation and the Articles of Association of the Company.

1.2. This Regulation shall determine the term, procedure for calculation and payment of remuneration and reimbursement of expenses to the members of the Company’s Internal Audit Commission as provided for by the laws of the Russian Federation in connection with the performance of their duties as provided for by the Company’s Articles of Association and the Regulation on the Company’s Internal Audit Commission.

1.3. The present Regulation shall cover members of the Company’s Auditing Commission other than persons in relation to whom restriction or interdiction for reception of payments from commercial organizations are stipulated by the legislation of the Russian Federation.

1.4. In case of abolishment of a restriction or interdiction for reception of payments from commercial organizations by reasons stipulated by the legislation of the Russian Federation, calculation of rewards and reimbursement of expenses due to a member of the Company’s Auditing Commission shall be performed from the date when the member of the Company’s Auditing Commission gave a written notification of abolishment of such restriction or interdiction following the procedure stipulated hereby.

1.5. In the event of early termination of powers of the members of the Company’s Internal Auditing Commission, as well as in the event of election of the members of the Company’s Internal Audit Commission at an extraordinary meeting of the Company’s General Meeting of Shareholders, the amount of remuneration to be paid to the members of the Company’s Internal Auditing Commission shall be calculated taking into account the actual time of performance of their duties as members of the Company’s Internal Audit Commission.

1.6. Settlements with members of the Company’s Internal Audit Commission shall be made in Russian rubles on the basis of an application/applications of a member of the Company’s Internal Audit Commission for payment of remuneration/reimbursement of expenses made in accordance with the forms specified in Appendices 1 and 2 hereto, by transferring funds to the bank account (deposit) details specified in the application of a member of the Company’s Internal Audit Commission.

2. Amount and procedure for payment of remuneration to members of the Company’s Internal Auditing Commission

2.1. The remuneration shall be payable to a member of the Company’s Auditing Commission following the outcome of work in the corporate year and depending on the degree of their participation in work of the Company’s Auditing Commission.

For the purposes of this Regulation, for the purpose of determining the amount of remuneration to be paid to the members of the Company’s Internal Auditing Commission, a corporate year shall mean the period from the date of election of the members of the Company’s Internal Audit Commission at the annual meeting of the Company’s General

Meeting of Shareholders until the date of the subsequent annual meeting of the Company's General Meeting of Shareholders.

For the purposes of calculating the amount of remuneration to be paid to the members of the Company's Internal Audit Commission whose powers have been early terminated and who were elected at an extraordinary meeting of the Company's General Meeting of Shareholders, a corporate year is recognized as equal to 365 days.

2.2. The remuneration due to a member of the Company's Auditing Commission shall be determined relying on the reward baseline part (Bbase). The base remuneration to a member of the Company's Auditing Commission shall be set based on the Company's revenue calculated in accordance with Russian Accounting Standards (hereinafter "RAS") for the reporting year, in accordance with the scale below:

Group	Amount of the Company's revenue for the reporting year	Amount of the reward baseline part
1	over 200 bln rubles	150,000 rubles
2	over 30 bln rubles	135,000 rubles
3	over 10 bln rubles	120,000 rubles
4	over 1 bln rubles	105,000 rubles
5	over 600 bln rubles	90,000 rubles

2.3. The actual amount of reward due to a member of the Company's Auditing Commission following the outcome of work in the corporate year shall be calculated from the formula:

$$R_{\text{actual}} = R_{\text{base}} * (m_i / m) * C_p, \text{ where}$$

R_{actual} — actual amount of reward calculated proceeding from the baseline reward amount;

R_{base} — basic amount of remuneration determined on the scale given in Clause 2.2 of this Regulation;

m_i — number of calendar days within the corporate year when the duties of a member of the Company's Auditing Commission were discharged;

m — total number of calendar days in the corporate year;

C_p — coefficient of personal participation of a member of the Company's Auditing Commission.

2.3.1. The personal participation coefficient reflects participation of a member of the Company's Internal Auditing Commission in meetings (absentee voting) of the Company's Internal Auditing Commission, as well as performance of additional duties as the Chairperson of the Company's Internal Audit Commission or the Secretary of the Company's Internal Audit Commission.

2.3.2. The personal participation coefficient shall be determined for each member of the Company's Auditing Commission individually from the following formula:

$$C_p = (1 + C_s + C_{\text{add}}) * C_{\text{review}} \text{ where}$$

C_p — personal participation coefficient;

C_s — coefficient of participation in sessions (absentee ballots) of the Company's Auditing Commission;

C_{add} — coefficient taking into account work in the capacity of Chairperson of the Company's Auditing Commission/Secretary of the Company's Auditing Commission;

C_{review} — coefficient of participation in reviewing actions of the Company's Auditing Commission:

2.3.3. Coefficient C_s is set based on the degree of participation of a member of the Company's Internal Auditing Commission in n_i meetings (absentee voting) out of n meetings (absentee voting) held by the Company's Internal Auditing Commission in a corporate year:

$$C_s = 0.1 * (n_i / n) \text{ where}$$

the value of n_i and n shall be determined on the basis of the minutes on the results of the meetings (absentee voting) of the Company's Internal Auditing Commission (hereinafter referred to as the "Minutes of the Company's Internal Auditing Commission").

2.3.4. Coefficient C_{add} taking into account work in the capacity of Chairperson of the Auditing Commission/Secretary of the Company's Auditing Commission shall be calculated from the formula:

$$C_{add\ Ch} = 0.3 * (f_i / m) \text{ — for the Chairperson of the Company's Auditing Commission,}$$

$$C_{add\ S} = 0.1 * (f_i / m) \text{ — for Secretary of the Company's Auditing Commission, where:}$$

f_i — number of days in the corporate year (out of the total number m), during which the duties of the Chairperson of the Company's Auditing Commission/Secretary of the Company's Auditing Commission were performed, shall be determined on the basis of the minutes of the Company's Auditing Commission.

2.3.5. The coefficient C_{review} shall be established by decision of Chairperson of the Company's Auditing Commission proceeding from the degree of participation of a member of the Company's Auditing Commission in the reviewing process and from the quality of their work, amounting to 0.000 to 1.000.

During determination of individual C_{review} coefficients, one needs to take into account the degree of participation of a member of the Company's Auditing Commission in all the stages of the review process, such as:

- preparation/planning of an audit (inspection);
- implementation of an audit (inspection);
- preparation of an act of the Company's Auditing Commission;
- interaction with the Company on the results of the audit (inspection) (including monitoring of elimination of identified violations).

2.3.6. The personal participation coefficient C_p and its components (C_s , C_{add} , C_{review}) shall be determined in a decimal fraction with accuracy up to the third digit after the decimal point.

2.3.7. The personal participation coefficient C_p shall be established by the Chairperson of the Company's Auditing Commission and sent to the Company's General Director in the form set forth in Appendix 3 hereto.

2.3.8. A member of the Company's Auditing Commission who did not participate in more than half of the meetings (absentee voting) held during their membership in the Company's Auditing Commission shall not be paid remuneration (set $C_p = 0$).

2.3.9. Calculation of the actual amount of remuneration for each member of the Company's Auditing Commission shall be performed by the Company in the format given in Appendix 4 hereto.

2.3.10. The Company independently determines, withholds, and pays personal income tax and other taxes and fees arising in connection with the payment of remuneration and reimbursement for expenses to members of the Company's Auditing Commission.

2.4. If a member of the Company's Auditing Commission in a corporate year has actively participated in additional audits (revisions) of the Company's Auditing Commission or control measures on certain issues conducted by resolution of the Company's General Meeting of Shareholders, the Company's Board of Directors or at the request of a Company's shareholder(s) holding in the aggregate at least ten (10) per cent of the voting shares of the Company, the Chairperson of the Company's Auditing Commission shall have the right to apply to the Company's General Meeting of Shareholders for an increase in the actual amount of remuneration calculated according to the formula given in Clause 2.3 of this Regulation.

2.5. Control over the calculation of remuneration to the members of the Company's Auditing Commission is vested in the Chairperson of the Company's Auditing Commission; control over the payment of remuneration is vested in the Company's General Director.

2.6. The remuneration shall be paid within thirty (30) calendar days from the date of the annual meeting of the Company's General Meeting of Shareholders and submission by the Chairperson of the Company's Auditing Commission to the Company's General Director of the calculation of the personal participation coefficient of C_p members of the Company's Auditing Commission.

In case the Company's General Meeting of Shareholders adopts the following resolution

on increasing the amount of remuneration based on the results of audits (inspections) carried out on the grounds specified in Clause 2.4 of this Regulation, the Company shall, when calculating the actual remuneration of the members of the Company's Auditing Commission, take into account the amount of its increase established by the decision of the Company's General Meeting of Shareholders.

If the decision of the Company's General Meeting of Shareholders to increase the actual remuneration of the members of the Company's Auditing Commission is adopted after the date of accrual of their remuneration, the Company shall accrue remuneration in the amount of the difference between the accrued amount and the remuneration calculated taking into account the increased amount established by the decision of the Company's General Meeting of Shareholders.

2.7. A member of the Company's Auditing Commission shall have the right to refuse to receive remuneration and reimbursement of expenses provided for hereby, in full or in part, by sending a corresponding application to the Company's General Director.

3. Amount and procedure for payment of reimbursement of expenses to the members of the Company's Auditing Commission

3.1. In case of visits to the Company's facilities, participation in sessions of the Company's Auditing Commission as well as accomplishment of other tasks of the Auditing Commission of the Company, the Company shall compensate members of the Auditing Commission that are not covered by the restrictions set forth in Clause 1.3.

hereof for documentarily supported expenses related to participation in actions of the Company's Auditing Commission.

3.2. The amount of reimbursement for expenses related to participation in meetings of the Company's Auditing Commission and audits (revisions) shall be determined in the amount of actual expenses confirmed by relevant documents, but not higher than the norms specified in Clause 3.4 of this Regulation.

3.3. If the amount of actual expenses incurred by a member of the Company's Auditing Commission exceeds the amount calculated in accordance with Clause 3.2 hereof, the excess amount shall not be reimbursed.

3.4. By request of the Company's Auditing Commission, the Company shall buy for members of the Company's Auditing Commission travel documents for all means of transportation for transfer to the business trip destination and back to the place of permanent employment, ensuring (booking, paying for) hotel accommodation as per the following norms:

- transportation by air: economy class tickets;
- transportation by rail: a compartment car with named trains or an Economy class car with high-speed trains;
- transportation by road: regular service transportation to the business trip destination and back at the transportation cost in effect within the locality in question for regular service of transportation organizations;
- taxi at the "Comfort" fare, railway transport to the airport/railway station and back at the local fare (Aeroexpress trains to/from airports with an economy class ticket);
- hotel accommodation: no more than 4*, room category - Standard.

Airline or railway tickets as per the tariffs specified or vacant hotel rooms of the established category being unavailable, the Company may procure higher class travel documents and accommodation booking.

3.5. For the purposes of reimbursement for expenses incurred, a member of the Auditing Commission shall send in to the Company a written application as per the sample given in Appendix 3 hereto, appending the originals of the documents bearing witness of the expenses and specifying the essential details of the bank account (deposit).

Documents bearing witness of the expenses incurred and subject to reimbursement shall be provided by a member of the Company's Auditing Commission following the procedure established by the Russian Federation legislation for accounting for travel expenses.

3.6. Payment of reimbursements shall be effected by the Company within five (5) business days from the date when the Company received the documents stipulated by Clause 3.5 hereof.

4. Final provisions

4.1. The present Regulation shall take effect from the moment of approval by the Company's General Meeting of Shareholders.

4.2. If, as a result of changes in the regulatory legal acts of the Russian Federation, certain provisions of this Regulation come into conflict with them, these provisions shall be deemed invalid and, until amendments are made to this Regulation, the Company shall be guided by the regulatory legal acts of the Russian Federation.

Appendix No. 1
to the Regulation on Payment of
Remunerations and Reimbursements to
Members of the Auditing Chamber of
of Rosseti North-West Public Joint Stock
Company

to the General Director
of Rosseti North-West, PJSC

(Full name)

from a member of the Auditing Commission
of Rosseti North-West, PJSC

Full name of member of the Auditing Commission

Application for payment of remuneration

I kindly request that you issue an order to pay me monetary reimbursement related to the performance of my duties as a member of the Auditing Commission of Rosseti North-West, PJSC during the period _____.

I confirm that I was not the person(s) during the above period, in respect of which the legislation of the Russian Federation establishes restrictions or prohibitions on receiving payments from commercial organizations.

Please effect the reward payment by way of remittance to the bank account (deposit) *(specify the essential details of the bank account (deposit)).*

Date _____

_____/Full name/

Appendix 2
to the Regulation on Payment of
Remunerations and
Reimbursements to Members of the
Auditing Chamber of
of Rosseti North-West Public Joint
Stock Company
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to the General Director
of Rosseti North-West, PJSC

(Full name)

from a member of the Auditing Commission
of Rosseti North-West, PJSC
Full name of member of the Auditing Commission

Application for reimbursement of expenses

I kindly request that you issue an order to compensate me for expenses in an amount of _____ rubles related to my travelling and accommodation within the framework of (specify the action of the Auditing Commission):

- transport expenses — (specify the essential details, ticket class and cost and the sum total of expenses):

- expenses on accommodation - (at the hotel “ “ during the period from “ “ to “ “, the sum total equal to).

I confirm that during the above period I was not a person in respect of whom the legislation of the Russian Federation imposes restrictions or prohibitions on receiving payments from commercial organizations.

Please pay the compensation for expenses by transferring the amount to the bank account (deposit): (specify the bank account (deposit) details).

Appendix: Documents bearing witness of the expenses incurred and subject to reimbursement.

Date _____

_____/Full name/

**Calculation
of the personal participation coefficient
of a member of the Company's Auditing Commission¹**
Member of the Company's Auditing Commission

Estimated coefficient	Indicator value	Substantiation
n		Number of meetings (absentee voting) held by the Company's Auditing Commission during the corporate year
ni		Number of meetings (absentee voting) attended by a member of the Company's Auditing Commission.
C _s		Coefficient of participation in sessions (absentee ballots) of the Company's Auditing Commission; $C_s = 3 * (ni / n)$.
fi		Number of days in the corporate year during which the duties of the chairperson of the Company's Auditing Commission/Secretary of the Company's Auditing Commission were performed.
m		Total number of days in the corporate year
C _{add}		Coefficient taking into account work in the capacity of Chairperson of the Company's Auditing Commission/Secretary of the Company's Auditing Commission; $C_{add\ Ch} = 0.3 * (fi / m)$ – for the Chairperson of the Company's Auditing Commission, $C_{add\ S} = 0.1 * (fi / m)$ — for Secretary of the Company's Auditing Commission.
C _{review}		C _{review} — coefficient of participation in reviewing actions of the Company's Auditing Commission: from 0.0 to 1.0. Established for Chairperson of the Company's Auditing Commission shall be C _{review} = 1.000
C _p		$C_p = (1 + C_s + C_{add}) * C_{review}$ A member of the Company's Auditing Commission who misses more than half of the meetings and absentee votes held during the period of his/her membership in the Company's Auditing Commission shall be set C _p = 0.0

Chairperson of the Auditing Commission

/Full name/

¹ To be completed by the Chairperson of the Company's Auditing Commission for each member of the Company's Auditing Commission, including the chairperson of the Company's Auditing Commission themselves.

Appendix 4
to the Regulation on Payment of
Remunerations and
Reimbursements to Members of the
Auditing Chamber of
of Rosseti North-West, PJSC

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**Calculation
of the actual amount of remuneration
of a member of the Company's Auditing Commission**

Member of the Company's Auditing Commission _____

Estimated coefficient	Indicator value	Substantiation
M		Total number of days in the corporate year
mi		Number of days within the corporate year when the duties of a member of the Company's Auditing Commission were discharged.
R _{base}		Pursuant to Clause 2.2 of this Regulation
C _p		Established by Chairperson of the Company's Auditing Commission and submitted to the Company's General Director.
R_{actual}		$R_{actual} = R_{base} * (mi / m) * C_p$
Petition for increase of the actual amount of reward by %		Decision on increase of the actual amount of reward
Total R_{actual} with account for decision on increase		

Chief Accountant of the Company;

/Full name/