

MINUTES
of meeting of the Personnel and Remuneration Committee
of the Board of Directors of Rosseti Centre, PJSC
(in the form of absent voting)

«06» August 2022

Moscow

No. 12/22

Form of the meeting: absent voting.**Total number of members of the Personnel and Remuneration Committee:** 3 persons.**Participants of the voting:** D.V. Krainskiy, A.V. Golovtsov, M.A. Dokuchaeva.**Members who did not provide questionnaires:** none.**The quorum is present.****Date of the minutes:** 06.08.2022.**AGENDA:**

1. On recommendations to the Board of Directors of the Company on the item «On approval of the Report on execution of key performance indicators (KPI) of General Director of Rosseti Centre, PJSC for 2021».

Item 1. On recommendations to the Board of Directors of the Company on the item «On approval of the Report on execution of key performance indicators (KPI) of General Director of Rosseti Centre, PJSC for 2021».

Decision:

To recommend that the Board of Directors of the Company take the following decision:

«1. In order to assess the implementation of the key performance indicators (KPIs) “Reduction of specific operating costs (expenses)”, “Level of electricity losses”, “Achieving the level of reliability of services provided” of General Director of Rosseti Centre, PJSC for 2021, due to the presence of objective reasons, to consider adjustments to the relevant KPIs with the normalization factors in accordance with the Appendix.

2. To approve the Report on the implementation of the key performance indicators (KPIs) of General Director of Rosseti Centre, PJSC (hereinafter referred to as the Report) for 2021 in accordance with the Appendix.

3. Summing up the results of the implementation of the KPI “Efficiency of Innovative Activities” for 2021 to be carried out by a separate decision of the Board of Directors of Rosseti Centre, PJSC based on the results of an assessment conducted by the collegial body of the Rosseti Group of Companies on the implementation and control over the implementation of the Innovative Development Program of PJSC Rosseti and SDCs of PJSC Rosseti for 2021 in accordance with the Methodology for calculating and evaluating the achievement of the KPIs by General Director of IDGC of Centre, PJSC, approved by the decision of the Board of Directors dated 12.10.2020 (Minutes # 46/20 dated 13.10.2020).

4. To note the non-fulfillment of the KPI “No accidents at work” for 2021.

5. Annual bonuses to General Director of Rosseti Centre, PJSC shall be paid in accordance with the approved Report in accordance with paragraph 2 of this decision in the amount of 72% of the maximum annual remuneration for the achievement of all the KPIs. The decision on 18% of the annual remuneration to be made based on the results of the achievement of the KPI “Efficiency of Innovative Activities” for 2021, taking into account the decision in accordance with paragraph 3 of this decision».

Voting results:

Daniil Vladimirovich Krainskiy - «FOR»

Alexander Viktorovich Golovtsov - «FOR»

Maria Alexandrovna Dokuchaeva - «FOR»

Total:

«FOR» - «3»

«AGAINST» - «0»

«ABSTAINED» - «0»

Decision is taken.**Chairperson of the Personnel and Remuneration Committee****D.V. Krainskiy****Secretary of the Personnel and Remuneration Committee****S.V. Lapinskaya**