

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

«02» August 2021

Moscow

No. 15/21

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, E.S. Kovaleva.**Members who did not provide questionnaires:** none.**The quorum is present.****Date of the minutes:** 02.08.2021.**AGENDA:**

1. On recommendations to the Board of Directors of the Company regarding the item «On approval of the report on execution of key performance indicators (KPI) of General Director of IDGC of Centre, PJSC for 2020».

Item 1. On recommendations to the Board of Directors of the Company regarding the item «On approval of the report on execution of key performance indicators (KPI) of General Director of IDGC of Centre, PJSC for 2020».

Decision:

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

«1. To approve the Report on execution of key performance indicators (KPI) of General Director of IDGC of Centre, PJSC for 2020 in accordance with the Appendix.

2. Summing up the results of the implementation of the KPI «Effectiveness of innovation activity» for 2020 shall be carried out by a separate decision of the Board of Directors of IDGC of Centre, PJSC based on the results of the assessment carried out by the collegial body of Rosseti's Group of Companies on the execution and control over the implementation of the Innovative Development Program of PJSC Rosseti and SDCs of PJSC Rosseti for 2016-2020 with a prospect until 2025 in accordance with the Methodology for calculating and assessing the implementation of the KPIs of General Director of IDGC of Centre, PJSC, approved by the decision of the Board of Directors dated 12.10.2020 (Minutes of 13.10.2020 # 46/20).

3. To instruct General Director of IDGC of Centre, PJSC to strengthen on an ongoing basis control over the planning and implementation of actual costs associated with the formation of reserves, including those below the materiality level.

4. To note the non-fulfillment of the KPI «No accidents in production» for 2020».

Voting results:

Daniil Vladimirovich Krainskiy - «FOR»

Alexander Viktorovich Golovtsov - «FOR»

Elena Sergeevna Kovaleva - «FOR»

Total:

«FOR»	- «3»
«AGAINST»	- «0»
«ABSTAINED»	- «0»

Decision is taken.

**Chairperson of the Personnel and
Remuneration Committee**

D.V. Krainkiy

**Secretary of the Personnel and
Remuneration Committee**

S.V. Lapinskaya