

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)

«25» December 2020

Moscow

No. 20/20

Form of the meeting: absent voting.**Total number of members of the Personnel and Remuneration Committee:** 3 persons.**Participants of the voting:** A.A. Bashinjaghyan, A.V. Golovtsov, L.A. Romanovskaya.**Members who did not provide questionnaires:** none.**The quorum is present****Date of the minutes:** 25.12.2020.**AGENDA:**

1. On recommendations to the Board of Directors of the Company regarding the item «On approval of the report on implementation of the KPI «Innovation Efficiency» of General Director of IDGC of Centre, PJSC for 2019».

Item 1. On recommendations to the Board of Directors of the Company regarding the item «On approval of the report on implementation of the KPI «Innovation Efficiency» of General Director of IDGC of Centre, PJSC for 2019».

Decision:

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

*«To approve the report on implementation of the KPI «Innovation Efficiency» of General Director of IDGC of Centre, PJSC for 2019 in accordance with the Appendix».***Voting results:**

Astghik Artashesovna Bashinjaghyan	- «FOR»
Alexander Viktorovich Golovtsov	- «ABSTAINED»
Larisa Anatolievna Romanovskaya	- «FOR»

Total:

«FOR»	- «2»
«AGAINST»	- «0»
«ABSTAINED»	- «1»

Decision is taken.

A dissenting opinion was received on this item from a member of the Personnel and Remuneration Committee of the Board of Directors of the Company, A.V. Golovtsov (Appendix # 1).

Appendix: The dissenting opinion from the member of the Personnel and Remuneration Committee of the Board of Directors of the Company, A.V. Golovtsov, on the agenda item of the Personnel and Remuneration Committee of the Board of Directors of the Company (Appendix # 1).

**Chairperson of the Personnel and
Remuneration Committee****L.A. Romanovskaya****Secretary of the Personnel and
Remuneration Committee****S.V. Lapinskaya**