

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)

«22» July 2021

Moscow

No. 12/21

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:** 22.07.2021.**AGENDA:**

1. On recommendations to the Board of Directors of the Company on the issue of material incentives for General Director of IDGC of Centre, PJSC.

Item 1. On recommendations to the Board of Directors of the Company on the issue of material incentives for General Director of IDGC of Centre, PJSC.**Decision:**

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

«In accordance with paragraph 3.8 of the Regulation on material incentives for General Director of the Company, to pay an additional bonus for achieving the KPIs defined for the variable component of the remuneration of the Agreement to transfer the authority of the sole executive body of IDGC of Centre and Volga Region, PJSC to IDGC of Centre, PJSC, following the results of 2019, to General Director of IDGC of Centre, PJSC Igor Vladimirovich Makovskiy in accordance with the Appendix».

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. Krainskiy****Secretary of the Personnel and
Remuneration Committee****S.V. Lapinskaya**