

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)

«10» March 2020

Moscow

No. 01/20

Form of the meeting: absent voting.**Total number of members of the Personnel and Remuneration Committee:** 5 persons.**Participants of the voting:** A.V. Varvarin, A.V. Logatkin, L.A. Romanovskaya, D.A. Chevkin, A.V. Shevchuk.**Members who did not provide questionnaires:** none.**The quorum is present****Date of the minutes:** 10.03.2020.**AGENDA:**

1. On recommendations to the Board of Directors of the Company regarding the item of material incentives for General Director of the Company.

Item 1. On recommendations to the Board of Directors of the Company regarding the item of material incentives for General Director of the Company.**Decision:**

To recommend that members of 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, the conditions, provided for in paragraph 7.4. 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 dated 11 September 2017 № 7700/00313/17 (hereinafter referred to as the Agreement), to pay an additional bonus for achieving the KPIs defined for the variable component of the Agreement remuneration, according to the results of 2018, to General Director of IDGC of Centre, PJSC Igor Vladimirovich Makovskiy in accordance with the Appendix, Oleg Yuryevich Isaev, who was in the position of General Director of IDGC of Centre, PJSC until 18 September 2018, in accordance with the Appendix».

Voting results:

Alexander Viktorovich Varvarin	- «FOR»
Andrey Vyacheslavovich Logatkin	- «FOR»
Larisa Anatolievna Romanovskaya	- «FOR»
Dmitry Alexandrovich Chevkin	- «FOR»
Alexander Viktorovich Shevchuk	- «FOR»

Total:

«FOR»	- «5»
«AGAINST»	- «0»
«ABSTAINED»	- «0»

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