

**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)

«29» December 2020

Moscow

No. 22/20

**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:** 29.12.2020.**AGENDA:**

**1.** On recommendations to the Board of Directors of the Company regarding the item «On approval of target values of key performance indicators (KPIs) of General Director of IDGC of Centre, PJSC for 2021».

**Item 1.** On recommendations to the Board of Directors of the Company regarding the item «On approval of target values of key performance indicators (KPIs) of General Director of IDGC of Centre, PJSC for 2021».

**Decision:**

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

*«To approve the target values of the key performance indicators of General Director of IDGC of Centre, PJSC for 2021 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.****Chairperson of the Personnel and  
Remuneration Committee****L.A. Romanovskaya****Secretary of the Personnel and  
Remuneration Committee****S.V. Lapinskaya**